

The George Washington University

Faculty Code



2004

Amendments to the 2004
Edition of the *Faculty Code*

Amendments --- February 6, 2004

By action of the University's Board of Trustees,
February 6, 2004, Article IV, Section A.3.1,
appearing on Page 5, was amended as follows:

- a) Insert new sub-section "b) 3)" to read, "A one-year extension of the probationary period shall be granted to requesting faculty who become new parents and apply within twelve months of becoming new parents by submitting a request to the relevant academic officers setting forth his or her reason for requesting the extension. "New parents" for purposes of this provision are faculty members who become parents of a newborn or adopted child. The tenure clock extension may be elected regardless of whether the faculty member takes a full or partial leave in connection with becoming a new parent. However, no such request shall be granted if made after September 10 of the academic year in which the tenure decision would have been made by the department or school absent the extension requested. If a faculty member becomes a new parent a second time during the probationary period, a second tenure clock extension may be granted at the discretion of the Vice President for Academic Affairs, after consultation with the appropriate department chair (if applicable) and dean. Other requests for tenure clock extensions for family related purposes may be granted at the discretion of the Vice President for Academic Affairs, after consultation with the appropriate department chair (if applicable) and dean."

- b) Change existing sub-section "b) 3)" to "b) 4)"

February 2004

The Board of Trustees of The George Washington University has authorized the publication of this recodification (first printing, 1937; second printing, 1945; third printing, 1958; fourth printing, 1964; fifth printing, 1976; sixth printing, 1980; seventh printing, 1986; eighth printing, 1996; ninth printing, 2004 of the Faculty Code governing the academic personnel, together with Procedures for the Implementation thereof.

This recodification was adopted by the Board of Trustees at its meeting on February 28, 2003, as recommended in part by the Committee on Professional Ethics and Academic Freedom of the Faculty Senate, the Faculty Senate, and the President of the University. The University is indebted to several committees of the Faculty and of the Board of Trustees and to the administrative officers for their work in compiling and revising these rulings, which constitute the statement of the rights and privileges, and the responsibilities, of the academic personnel of the University.

January 2004

Jean Antoine Houdon (1741-1828)
George Washington
 Cast bronze by The Gorham Foundry
 6' 8" h.
 The George Washington University
 Permanent Collection

Contents

Faculty Code

I. Grades of Academic Personnel . . .	1
A. Retired Status	1
B. Active Status	1
1. Regular	1
2. Limited Service	2
3. Visiting	2
4. Research Staff	2
II. Academic Freedom	2
III. Professional Responsibilities	2
IV. Appointment, Reappointment, Promotion and Tenure	4
A. Appointment	4
1. Statements of Terms and Conditions	4
2. Limited Service Appointments	4
3.1 Regular Tenure-Accruing Appointments	5
3.2 Regular Non-Tenure-Accruing Appointments	6
4.1 Stated Periods by Rank for Regular Tenure-Accruing Appointments	6
4.2 Stated Periods by Rank for Regular Non-Tenure-Accruing Appointments	7
5. Criteria and Procedures for Appointments	7
B. Promotion	7
C. Tenure	8
D. School-Wide Personnel Committees	9
E. Nondiscrimination	9
V. Termination of Service	10
A. Expiration of Definite-Period Appointments	10
B. Termination of Non-Tenured Appointments	10
1. Notice of Nonrenewal of Appointment	10

2.	Notice by Member of Termination or Declination of Renewal	10	E.	Procedures for Implementation of Article X of the Faculty Code	24
3.	Dismissal and Late Notice	11	1.	Informal Resolution	24
C.	Termination of Tenure	11	2.	Dispute Resolution Committee ...	24
1.	Adequate Cause	11	3.	Preliminary Proceedings	24
2.	Termination of Program	11	4.	Formal Proceedings	25
3.	Extraordinary Financial Exigency ...	12	a)	Commencement of Proceedings ...	25
4.	Obligations of the University	12	b)	Hearing Committee and Hearing Officer	26
VI.	Leave	12	c)	Procedure for Hearings	28
VII.	Retirement	14	5.	Appeals	30
VIII.	Retirement Annuity	15	6.	Recommendations	30
IX.	Faculty Role in University Decision Making	15	7.	Final Disposition	31
X.	Rights, Privileges, and Resolution of Disputes Under This Code	16	F.	Procedures for the Dismissal of a Faculty Member for Adequate Cause	31
A.	Rights and Privileges Under This Code	16	1.	Commencement of Proceedings	31
B.	Grievances	16	2.	Hearing Committee	32
XI.	Health Service	17	3.	Procedure for Hearings	33
XII.	Construction	17	4.	Appeals	33
XIII.	Effective Date	17	5.	Attorneys' Fees and Expenses	33
	Procedures for the Implementation of the Faculty Code	18			
A.	Governance of Departments and Schools	18			
B.	Faculty Participation in Action Concerning Faculty Membership ...	18			
C.	Faculty Consultation and Recommendation in the Selection and Continuance of Academic Administrative Officers	20			
1.	Department Chairs	20			
2.	Deans, Associate Deans, Assistant Dean, and Similar Academic Administrative Officers	20			
3.	Vice President for Academic Affairs, Associate or Assistant Vice Presidents for Academic Affairs	22			
4.	Other Administrative Officers ...	22			
5.	President of the University	22			
D.	Faculty Participation in Action Concerning Curriculum	23			

Faculty Code

Governing the Academic Personnel of the University

The Board of Trustees of The George Washington University, by virtue of the authority vested in it by the University Charter, hereby establishes the following Faculty Code. The Faculty Code applies to all University faculty in all colleges, schools, departments, and comparable educational divisions. Constitutions, by-laws, and established procedures of governance devised by subdivisions of the University are subordinate to the letter and spirit of the Faculty Code.

I. GRADES OF ACADEMIC PERSONNEL

The grades of academic personnel are:

A. Retired Status

University professor emeritus, professor emeritus, professor emeritus in residence, associate professor emeritus, associate professor emeritus in residence, and retired (in any given rank for age or disability).

B. Active Status

1. Regular: University professor, professor, associate professor, assistant professor, and instructor. Each of the regular, active-status ranks may be tenure-accruing or non-tenure-accruing as specified in the original letter of appointment. However, the proportion of regular, active-status faculty serving in non-tenure-accruing appointments shall not exceed 25 percent in any school, nor shall any department have fewer than 50 percent of its regular, active-status faculty appointments either tenured or tenure-accruing. The foregoing shall not apply to the Medical Center faculty who are stationed at affiliated institutions, nor to the faculties of the Law School or of the College of Professional Studies.

F. Regular, active-status members of the faculty shall have the primary responsibility of devoting their time, thought, and energy to the service of the University. No such member of the faculty shall accept an outside teaching appointment during the academic year or engage in any other regular activity of a remunerative nature without the approval of the University. Even when officially approved, such employment shall not be permitted to interfere with a faculty member's responsibility to the University.

IV. APPOINTMENT, REAPPOINTMENT, PROMOTION, AND TENURE

A. Appointment

1. Statements of Terms and Conditions

a) New faculty appointments shall be made by a letter signed by the appropriate corporate officer of the University. The appointee may accept the appointment by signing a copy of the letter of appointment and returning it to the University. A copy of this Code shall accompany or precede the letter of appointment and shall be considered part of the agreement between the faculty member and the University.

b) Tenured members of the faculty and faculty members (except those appointed in the Medical Center) whose appointments do not expire or whose appointments will be renewed shall be notified in writing annually, on or about May 15, of changes in rank or of other terms and conditions of service for the next academic year and further shall be notified annually in writing of changes in salary, no later than November 1.

2. Limited Service Appointments

All appointments to limited service active status (as defined in Article I, Section B, Paragraph 2) shall be for a specified period of a year or less. Such appointments may be renewed an unlimited number of times.

3.1 Regular Tenure-Accruing Appointments

a) All appointments or reappointments to regular, active-status positions shall be for a specified term except for those that confer tenure.

b) The total of such terms, including all full-time service at the rank of instructor or higher in this or other recognized institutions of higher learning, shall not exceed seven years. The following provisions apply:

1) A faculty member with more than three years' previous full-time service at another institution may be appointed at any rank below that of professor without tenure for four years as a term or condition of his or her initial appointment, even though his or her total period of service in the academic profession is thereby extended beyond seven years.

2) Leaves of absence to engage in authorized teaching or research activities at another institution shall be included in this seven-year period.

3) Leaves for study toward a degree, leaves for military or for personal reasons, and defense leave shall not be included in this period. A partial leave for family or medically related purposes of sufficient duration may justify an appropriate partial extension of the probationary period.

c) A faculty member of the rank of assistant professor or higher who will not be granted tenure at the end of the final year of his or her maximum term of appointment shall be so notified in writing no later than June 30 preceding the year in which his or her appointment will expire. However, notwithstanding any other provision of Articles IV and V of the Faculty Code, if a decision on tenure has not become final by such June 30 deadline due to a failure to resolve an administrative nonconcurrence with a faculty recommendation, the June 30 deadline may be extended for up to 60 days, provided the appropriate administrative officer has given written notice of such extension to the faculty member no later than the original June 30 deadline. A faculty member who does not receive notice of denial of tenure

by the date required under the preceding two sentences shall not be granted tenure at the end of his or her pending term of appointment, but instead shall be granted a one-year extension of such term. If not notified by June 30 of the final year of the non-extended term of appointment that tenure will not be granted, he or she will acquire tenure at the end of the extended term.

3.2 Regular Non-Tenure-Accruing Appointments

a) Letters of appointment to positions that will not normally lead to the consideration of the appointee for tenure shall include a statement to that effect.

b) Members of the faculty who are stationed at affiliated institutions and assigned to educational programs of the Medical Center and who have been appointed to regular, active-status positions without tenure prior to the effective date of this Code may continue to be appointed without tenure.

4.1 Stated Periods by Rank for Regular Tenure-Accruing Appointments

a) Instructors

Instructors shall be appointed for an initial period of one year and may be reappointed for not more than three additional one-year periods. No reappointments shall, except by special action of the Board of Trustees upon recommendation by the appropriate faculty body and the appropriate officers of administration, extend any individual's total period as an instructor beyond four years. Tenure shall not be conferred at this grade.

b) Assistant Professors

Assistant Professors may be appointed for a period of not more than three years and may be reappointed, with or without tenure, for one or more additional periods.

c) Associate Professors

Associate Professors may be appointed with tenure or for a period of not more than four years without tenure, and may be reappointed, with or without tenure, for one or more additional periods.

d) Professors

Professors may be appointed with tenure or for a period of not more than three years without tenure.

e) University Professors

University Professors shall be appointed with tenure. The process of making such appointments shall be as follows:

1) The candidate shall be recommended by one or more departments or schools; and

2) The candidate shall be recommended by the Executive Committee of the Faculty Senate and/or by a faculty committee appointed by the President; and

3) The candidate shall be recommended by the Vice President for Academic Affairs and by the President, the appointment to be approved by the Board of Trustees.

4.2 Stated Periods by Rank for Regular Non-Tenure-Accruing Appointments

Faculty members with regular, non-tenure-accruing appointments at any rank may be reappointed to the same rank or to a higher one as many times as the needs of the University may require.

5. Criteria and Procedures for Appointments

Each school shall establish and publish criteria on which regular faculty appointments will be based. Additional criteria that may exist in the departments shall also be published. Each department or nondepartmentalized school shall establish and publish the procedures to be followed for recruitment, assembling all relevant information, and making recommendations for appointments to the regular faculty.

B. Promotion

1. Promotion shall be dependent upon professional competence as evidenced by teaching ability, productive scholarship, participation and leadership in professional societies, service to the University, and public service.

2. As general practice, a promotion shall be accompanied by an appropriate increase in salary.
3. Each school or comparable educational division shall establish and publish criteria on which promotion will be based. Additional criteria that may exist in departments shall also be published. Each department or nondepartmentalized school shall establish and publish the procedures followed for making decisions concerning promotions.
4. Each department or school shall establish procedures for periodically informing faculty members whether they are making satisfactory progress toward promotion.

C. Tenure

1. Tenure shall be dependent upon professional competence as evidenced by teaching ability, productive scholarship, participation and leadership in professional societies, service to the University, and public service. Upon a specific showing that the academic needs of the University have changed with respect to a particular position, that factor may also be considered in determining whether tenure shall be granted.
2. Each school or comparable educational division shall establish and publish criteria on which the granting of tenure will be based to implement the factors itemized in Paragraph 1. Such criteria shall be stated separately from the criteria for promotion. Any additional criteria for tenure that may exist in departments shall also be published. Each department or nondepartmentalized school shall establish and publish the procedures followed for making decisions concerning tenure.
3. To aid faculty members in assessing their potential for achieving tenure, each department, division, or comparable program shall establish procedures for informing individual faculty members, upon request, concerning probable status with regard to tenure. Such information will not constitute a commitment to recommend tenure.

D. School-Wide Personnel Committees

To implement the procedures required in Sections B.3 and C.2 above, each school shall establish a school-wide personnel committee, either as an elected standing committee or of the school faculty acting as a committee of the whole, to consider recommendations for appointments with tenure, for promotion, or for tenure of regular full-time faculty. Such committees may request additional information, documentation, or clarification respecting such recommendations. Further:

1. An elected standing committee, sitting in review of recommendations originating from a department or equivalent unit, shall advise the dean of that school whether the candidate has met the relevant school and department criteria and whether it has identified any "compelling reasons" that may exist for not following the departmental or unit recommendation. Such advisories shall not be construed as "faculty recommendations" as defined by Section B.3 of the Procedures for Implementation of the Faculty Code.
2. When the faculty of a school, sitting as a committee of the whole, serves as the school's personnel committee and initiates recommendations to the dean for appointments and actions affecting renewal of appointments, promotion, tenure designation, and termination of service, such recommendations shall be construed as "faculty recommendations" in the sense of the Procedures, Section B.3.
3. In the College of Professional Studies, the Dean's Council shall take the place of the elected standing committee or committee of the whole described in this Part D.

E. Nondiscrimination

Appointments, renewals, terminations, promotions, tenure, compensation, and all other terms and conditions of employment shall be made solely on the basis of merit and without regard to race, color, religion, sex, sexual orientation, national origin, or other considerations prohibited by law.

V. TERMINATION OF SERVICE

A. Expiration of Definite-Period Appointments

All appointments for a definite period of service expire automatically with the completion of such period of service, subject, as appropriate, to the safeguards specified in this Article and in Article IV.

B. Termination of Non-Tenured Appointments

1. Notice of Nonrenewal of Appointment

Written notice that an appointment is not to be renewed shall be given to a regular, active-status faculty member in advance of the expiration of his or her appointment, according to the following minimum periods of notice:

- a) Not later than March 1 of the first academic year of faculty service in the University in the case of a one-year appointment;
- b) Not later than December 1 of the second academic year of such service in the case of a two-year appointment or the renewal of a one-year appointment;
- c) Not later than June 30 preceding the final academic year after two or more academic years of service in the University.

2. Notice by Member of Termination or Declination of Renewal

A member of the faculty who desires to terminate an existing appointment or to decline a renewal shall give notice in writing no later than April 1 if the faculty member's rank is instructor or assistant professor, and no later than March 1 if the rank is higher, or within thirty days after receiving notice of the terms and conditions of service for the next academic year, whichever date is later; but the faculty member may properly request a waiver of this requirement in case of hardship or in a situation that might entail the denial of substantial professional advancement.

3. Dismissal and Late Notice

Dismissal of a faculty member during a non-tenured appointment, or the nonrenewal of such an appointment with less than the required advance notice, shall be preceded by a statement of reasons and shall be subject to the provisions of Article X of this Code.

C. Termination of Tenure

Grounds for termination: Until retirement of a faculty member in accordance with other provisions of this Code, and subject to the provisions of Article X, an appointment with tenure shall be terminable by the University only for adequate cause, termination of program, or on account of extraordinary financial exigency, in the latter two cases after not less than twelve months' notice to the faculty member.

1. Adequate Cause

Adequate cause shall mean unfitness to perform academic duties because of:

- a) incompetence;
- b) lack of scholarly integrity;
- c) persistent neglect of professional responsibilities under this Code; or
- d) gross personal misconduct that destroys academic usefulness.

2. Termination of Program

The University may be required to terminate the appointments of tenured faculty members as a result of the termination of an entire instructional program because of a substantial decline in enrollment in the program or because of the expiration of grants, contracts, or other sources of funding on which the program's financial viability depends.

3. Extraordinary Financial Exigency

The University may be required to terminate the appointments of tenured faculty members because of extraordinary financial exigency. This drastic measure shall be considered only as a last resort, after every effort has been made by the University administration and the Board of Trustees to meet the need in other ways.

4. Obligations of the University

a) Tenured faculty members shall not be dismissed because of termination of their program or extraordinary financial exigency until every effort has been made to place them in suitable positions elsewhere in the University.

b) If an appointment with tenure is terminated because of termination of a program or an extraordinary financial exigency, and, within two years, the program is reinstituted or funds become available to restore the position, the released faculty member's place shall not be filled until he or she has been offered and declined reappointment.

c) Faculty members whose tenured appointments are terminated because of the termination of their program or because of an extraordinary financial exigency shall be provided severance payment of one year's salary beyond the date of termination of employment.

VI. LEAVE

A. When circumstances permit, for study or for any other valid reason, a leave of absence without salary, or a partial leave for family or medically related purposes with reduced salary, may be granted to a member of the faculty on approval of the department or other appropriate unit (if applicable), the appropriate dean(s), and the Vice President for Academic Affairs. Except for unpaid leaves of absence taken under the Family and Medical Leave Acts, unpaid leaves shall not normally exceed two consecutive academic years, although under unusual circumstances additional unpaid leave may be granted.

B. When circumstances permit, the Board of Trustees shall grant sabbatical leave to a member of the faculty who has served six or more continuous years in a college or university in regular active status, three years of which must have been served in this University, or who has served six or more years in regular active status after a preceding grant of sabbatical leave. The request for sabbatical leave must be accompanied by an outline of the education, research, and/or self-improvement program the applicant proposes to follow if the leave is granted. Such leave must be recommended by the department or other appropriate unit, concurred in by the appropriate administrative official of the corresponding school and the Vice President for Academic Affairs, approved by the President of the University, and granted by the Board of Trustees of the University. By accepting a grant of sabbatical leave, faculty members obligate themselves to continue in the service of the University for at least one year following their leave unless the University agrees to some other arrangement. When faculty members are eligible for sabbatical leave, but for reasons of school or departmental convenience or necessity have their leave deferred, their next eligibility for sabbatical leave shall be computed from the time they became eligible for such leave, not from the date the leave was actually granted. The University shall pay members of the faculty while on sabbatical leave 60% of their salary for two semesters or all of their salary for one semester. (The salary is paid as a compensation for the benefits received by the University from the efforts of the faculty member on leave.)

C. In the event of a national emergency, regular, active-status faculty members will be granted defense leave in accordance with the following provisions:

1. Members of the faculty given defense leave for the duration of an emergency will have the privilege of returning to the service of the University at the beginning of the semester following their release from service.

2. Members of the faculty on defense leave in a civilian status may be requested to return to the University and their defense leave terminated on sixty days' notice.

3. The return to University service of members of the faculty from defense leave is conditioned upon their mental, moral, and physical competence to resume their positions in the University.

VII. RETIREMENT

A. Subject to the needs of the University, a full-time member of the faculty who is fully retired may be invited by the appropriate officers of the University to continue on a part-time basis and appointed for a renewable period not to exceed one academic year. Such appointee shall be designated "emeritus (or retired) in residence."

B. A member of the faculty with long and distinguished service to the University may, upon retirement, be awarded emeritus status. Emeritus status is recommended by the regular, active-status members of the faculty concerned and, with the concurrence of the administration, is awarded by the Board of Trustees. Those eligible for consideration for emeritus status are University professors, professors, adjunct professors, clinical professors, research professors, associate professors, and associate clinical professors. Faculty members in emeritus status shall be entitled to use facilities as arranged with the administration of the University and to participate in faculty meetings without the right to vote. They may serve on committees and may perform such other services as are in keeping with their desires and with the needs of the University.

C. A retired faculty member may use facilities as arranged with the administration of the University and participate in faculty meetings without the right to vote.

D. Subject to programmatic needs, full-time tenured members of the faculty with ten years of continuous full-time service who are above 60 years

of age may elect to continue for a mutually agreed period on a half-time or two-thirds-time regular, active-status basis. Benefits and conditions of this reduced service will be as specified in the Faculty Handbook at the time the election is made to retire partially.

VIII. RETIREMENT ANNUITY

The retirement plan for faculty and staff is a defined contribution plan with investment options provided under agreements with TIAA and other carriers. Full-time and regular part-time members of the faculty (as defined in the Faculty Handbook) and those continuing in reduced service under the provisions of Article VII, Section D, are eligible to participate.

IX. FACULTY ROLE IN UNIVERSITY DECISION MAKING

A. The regular, active-status faculty shares with the officers of administration the responsibility for effective operation of the departments and schools and the University as a whole. In the exercise of this responsibility, the regular, active-status faculty plays a role in decisions on the appointment and promotion of members of the faculty and the appointment of the President, deans, departmental chairs, and other administrative officials with authority over academic matters. The regular, active-status faculty also participates in the formulation of policy and planning decisions affecting the quality of education and life at the University. This participation includes an active role in the development, revision, or elimination of curricular offerings of each department or school. The regular, active-status members of the faculty of a school are also entitled to an opportunity to make recommendations on proposals concerning the creation, consolidation, or elimination of departments, institutes, or other academic or research units making up a part of that school. The Faculty Senate or an appropriate committee thereof is entitled to an opportunity to make recommendations on proposals

concerning the creation, consolidation, or elimination of schools or other major components of the University.

B. The faculty cannot perform an effective and responsible role in University decision making without the cooperation of the administrative officers of the University. This cooperation includes the provision of such information as is necessary to the development of sound, well-informed recommendations. Faculty bodies charged with responsibilities for particular policy and planning areas are entitled, to the extent feasible, to be informed sufficiently in advance of important decisions within their areas of competence to be able to provide their advice or recommendations to the appropriate University officials.

X. RIGHTS, PRIVILEGES, AND RESOLUTION OF DISPUTES UNDER THIS CODE

A. Rights and Privileges Under This Code

The rights, privileges, and responsibilities of a faculty member, as conferred by this Code, shall be carefully safeguarded in accordance with the highest accepted principles, practices, and procedures of the academic community. An alleged infringement of such rights or privileges or an alleged violation of such responsibilities shall first be considered by the faculty member or members concerned, or by appropriate representatives of the faculty, in cooperation with the responsible administrative officers. If such consideration does not lead to an adjustment satisfactory to the parties involved, the procedures for the implementation of this Article shall be fully utilized.

B. Grievances

To maintain a grievance, the complaining party must allege that he or she has suffered a substantial injury resulting from violation of rights or privileges concerning academic freedom, research or other scholarly activities, tenure, promotion, re-

appointment, dismissal, or sabbatical or other leave, arising from:

1. Acts of discrimination prohibited by federal or local law;
2. Failure to comply with the Faculty Code, or Faculty Handbook, or other rules, regulations, and procedures established by the University;
3. Arbitrary and capricious actions on behalf of the University, or arbitrary and capricious applications of federal or local statutes and regulations; or
4. Retaliation for exercise of Code-protected rights.

XI. HEALTH SERVICE

A. The University, recognizing the importance of the health of the teacher to professional competence, shall contribute to the cost of the current and any future basic health care program for all members of the faculty.

B. The facilities of the Emergency Room are available to members of the faculty in emergencies resulting from accidents or sudden, serious illness while on campus.

XII. CONSTRUCTION

As used in this Code and the Procedures for Implementation, words that may imply the masculine gender shall be construed to refer to both the masculine and the feminine genders.

XIII. EFFECTIVE DATE

Having been approved by the Board of Trustees of the University on February 28, 2003, this Code shall, as of that date, supersede all former codes and ordinances. The Board of Trustees of the University directs that this revised Faculty Code be published.

Procedures for the Implementation of the Faculty Code

A. Governance of Departments and Schools*

The regular, active-status faculty and tenured limited service faculty of each department, school, or comparable educational division shall establish written procedures for the governance of that unit.

B. Faculty Participation in Action Concerning Faculty Membership

1. The regular, active-status faculty of each school or comparable educational division shall establish procedures enabling an elected standing committee or committee of the whole to submit its recommendations on the allocation of regular-service, tenure-accruing appointments within that unit.
2. The regular, active-status faculty of the rank of assistant professor or higher of a department or of a nondepartmentalized school or comparable educational division shall, subject to such limitations or guidelines as may be established by the faculties of the respective schools, establish procedures enabling an elected standing committee or a committee of the whole to submit its recommendations for appointments. Recommendations for actions other than appointments concerning instructors, assistant professors, or associate professors shall be determined by the tenured members of the faculty of higher rank or of equal and higher rank, as the faculty may have determined by previously established procedures. Recommendations for actions other than appointments concerning professors shall be determined by tenured members of the rank of professor. In the College of Professional

* In the governance of the Medical Center, all faculty eligible for membership in the Medical Center Faculty Assembly shall be eligible to participate whenever the term "regular" faculty appears in this document.

Studies, the Dean's Council shall take the place of the elected standing committee or committee of the whole described in this paragraph 2.

3. Appointments and actions affecting renewal of appointments, promotion, tenure designation, and termination of service shall normally follow faculty recommendations. Departures from this standard shall be limited to those cases involving compelling reasons. The appropriate administrative officer shall notify the Executive Committee of the Faculty Senate of any departures from faculty recommendations and the compelling reasons therefor. The faculty or the appropriate unit thereof shall also be notified unless the Board of Trustees determines that such notification would be contrary to the best interest of the individual or individuals concerned.
4. Faculty recommendations concurred in by the appropriate administrative officers shall be transmitted by them to the President, who shall transmit them to the Board of Trustees. Variant or nonconcurring recommendations from an administrative officer, together with supporting reasons, shall be sent by that officer to the Executive Committee of the Faculty Senate through the appropriate superior administrative officers. The Executive Committee may seek information and advice and make recommendations to the faculty or the appropriate unit thereof and to the appropriate administrative officers. If concurrence cannot be obtained after opportunity for reconsideration in the light of the recommendations of the Executive Committee, the recommendations of the appropriate administrative officers, accompanied by the recommendation of the faculty and the report of the Executive Committee, shall be transmitted to the Board of Trustees through the President, except that, at its discretion, the originating faculty unit may instead elect to leave the decision to the President.

C. Faculty Consultation and Recommendation in the Selection and Continuance of Academic Administrative Officers

1. Department Chairs

The regular, active-status faculty members of a department of the rank of assistant professor and higher shall, subject to such limitations or guidelines as may be established by the faculties of the respective schools, formulate procedures for making recommendations for filling vacancies in the post of department chair. The procedures shall provide for an elected committee of the regular, active-status members of the department, or an appropriate interdepartmental committee, to recommend a candidate for the position. Normally, the appointment shall be made in accordance with the recommendation. Should the appointing official not concur with the committee's recommendation, that official shall so inform the department concerned and shall indicate the reasons therefor. The committee shall, after consultation with the appointing official, make alternative recommendations until a nomination acceptable to both the department and the appointing official is reached.

2. Deans, Associate Deans, Assistant Deans, and Similar Academic Administrative Officers

a) The academic administrative officers, such as deans, associate deans, assistant deans, Vice President for Health Affairs, or other academic administrative officers of similar rank of a school or other academic unit shall be qualified for faculty membership by training and experience.

b) Appointments to such positions shall be made only after a special or standing committee, elected by the regular, active-status faculty involved from among the faculty's tenured members, has established criteria (subject to the approval of that faculty as a whole), considered nominations, and reported its recommendations in accordance with the procedures established under Section A, above, to the faculty that elected it or to the appropriate academic

administrative officer. In the College of Professional Studies, the special faculty committee performing this function shall be appointed jointly by the Vice President for Academic Affairs and the deans of the schools whose programs are most directly affected by the College of Professional Studies.

c) Such appointees shall hold office only as long as they retain the confidence of the faculty concerned. A formal proceeding to question the continued confidence of the faculty of a school in an academic administrative officer shall be instituted only after faculty members have made a reasonable effort to bring the substance of their concerns to the attention of such officers informally. The formal proceeding shall be conducted as follows:

1) A petition signed by one-third of the regular, active-status members of the rank of assistant professor or higher of the faculty concerned shall be submitted to the Chair of the Executive Committee of the Faculty Senate.

2) The Chair of the Executive Committee shall call a special meeting of the faculty concerned for consideration of the matter. The meeting shall be held within twenty days (on which classes are regularly held in the University) of the time the petition is submitted. Notice of the meeting shall be given to all of the faculty members eligible to vote on the matter.

3) The Chair of the Executive Committee shall preside over the meeting. At this meeting, procedures for balloting shall be determined.

4) Within ten days (on which classes are regularly held in the University) of the first special meeting, a secret ballot of the regular, active-status faculty of the rank of assistant professor or higher shall be taken at a special meeting or by mail on the question of confidence in the administrator involved. The balloting shall be supervised by the Executive Committee of the Faculty Senate.

5) The affirmative vote of a majority of faculty members eligible to vote shall be necessary for the passage of a vote of no confidence. If the resolution

passes, the Chair of the Executive Committee shall forward the results of the proceedings to the President of the University for appropriate action.

3. Vice President for Academic Affairs, Associate or Assistant Vice Presidents for Academic Affairs

Appointments to the position of Vice President for Academic Affairs or Associate or Assistant Vice President for Academic Affairs shall be made only after consultation with the Executive Committee of the Faculty Senate. The Executive Committee may submit names of proposed candidates for these positions and may advise concerning names proposed by administrative officers. Appointees to these positions shall be qualified for faculty membership by training, experience, and continued interest in teaching and research. They shall retain office only as long as they retain the confidence of the Faculty Assembly.

4. Other Administrative Officers

a) The faculty of a school, division, or other organizational unit or group of units shall be consulted for its recommendations regarding the appointment of administrative officers whose concern with academic matters is limited to that unit or group of units. The regular, active-status faculty members of the rank of assistant professor and higher of the organizational unit or units concerned shall establish procedures and criteria for the formulation of such recommendations.

b) The Executive Committee of the Faculty Senate shall be consulted for its recommendations regarding the appointment of administrative officers whose concern with academic matters comprehends all or substantially all of the University.

5. President of the University

The Faculty Assembly shall elect a committee to advise and consult with the Board of Trustees or appropriate members thereof in the selection of a President.

D. Faculty Participation in Action Concerning Curriculum

1. The regular, active-status faculty members of the rank of assistant professor and higher of each school shall establish procedures for their participation, directly or through elected standing committees, in decisions relating to the addition, revision, or elimination of curricular offerings. In the College of Professional Studies, the Dean's Council shall establish procedures for faculty participation in such decisions.

2. At least half of the members of the Dean's Council of the College of Professional Studies shall be tenured faculty members of the schools affected most directly by the College, and those members of the Dean's Council shall be elected by the faculties of their respective schools.

3. The College of Professional Studies shall not initiate a degree program that duplicates a degree program offered by another school. The College shall not initiate a degree program that overlaps substantially with a degree program offered by another school, unless (a) the Dean's Council of the College has approved that program, and (b) the appropriate corporate officer of the University has authorized the College to initiate that program after consulting with the faculty of the other school.

4. The College of Professional Studies shall not confer any degree that duplicates a degree offered by another school. Each degree conferred by the College (whether at the associate's, bachelor's, or master's level) shall carry the designation "of Professional Studies."

5. Prior to the end of each academic year, the Dean's Council of the College of Professional Studies shall submit a written report to the Faculty Senate. Each annual report shall describe the procedures established and other actions taken by the Dean's Council to: (a) facilitate faculty participation in the appointment and promotion of faculty members and in decisions relating to the addition, revision or elimination of curricular offerings of the College;

and (b) address issues arising out of potential substantial overlaps between degree programs offered or proposed to be offered by the College and degree programs offered by other schools.

E. Procedures for Implementation of Article X of the Faculty Code

1. Informal Resolution

Before instituting a formal grievance, the aggrieved party shall make all reasonable efforts to achieve a resolution of the situation through informal consultation with the appropriate faculty members and administrative officers.

2. Dispute Resolution Committee

The Faculty Senate shall elect a Dispute Resolution Committee of fifteen tenured, active-status faculty members, no more than three of whom shall be members of the faculty of any one school (except that four may be members of the faculty of Columbian College and four may be members of the Law School) and none of whom may be serving as academic administrators. The members of the Committee shall serve three-year staggered terms so that the terms of five of the members shall expire each year. The Faculty Senate shall designate the Chair of the Committee from among the members of the Committee. Alternate temporary members may be appointed at any time by the Executive Committee to facilitate the dispute resolution procedures.

3. Preliminary Proceedings

If informal consultation fails to resolve the matter or if the aggrieved party concludes that such consultation is not feasible or would be futile, the aggrieved party shall refer the dispute to the Dispute Resolution Committee by means of a letter addressed to the Chair with copies sent to the Chair of the Executive Committee of the Faculty Senate and to the Vice President for Academic Affairs on behalf of the University. The letter shall identify the general nature and circumstances of the dispute. Unless either the University or the aggrieved party

objects, the Chair of the Dispute Resolution Committee shall promptly appoint a special mediator of appropriate qualifications to assist the University and the aggrieved party to resolve the dispute. The special mediator shall report to the Chair of the Dispute Resolution Committee that a mutually satisfactory solution has been achieved, in which case the grievance shall be dismissed, or that efforts at mediation were unsuccessful.

4. Formal Proceedings

a) Commencement of Proceedings

1) If either party declines to mediate or to continue to mediate, or if efforts at mediation are unsuccessful, the aggrieved party may commence formal proceedings by means of a grievance sent to the Chair of the Dispute Resolution Committee, with copies sent to the Chair of the Executive Committee of the Faculty Senate and to the Vice President for Academic Affairs on behalf of the University.

2) The grievance shall identify the aggrieved party as the "Grievant" and shall name The George Washington University as the "Respondent." A grievance may not be brought against faculty members of the University, acting in their individual capacities as faculty members. Consistent with Article X.B., a grievance may only be maintained against the University for official acts. The Vice President for Academic Affairs shall identify the appropriate faculty member or administrative official who shall act on behalf of the University as Respondent.

3) The grievance shall set forth with particularity the nature of the dispute, specifying, consistent with Article X. B., the rights or privileges under the Faculty Code alleged to have been violated, the specific act or acts alleged to constitute the violation, and the remedy sought. The grievance shall also set forth the Grievant's efforts to resolve the dispute informally, or if no such efforts were made, the reasons for failing to make such efforts. No grievance may be maintained on the basis of error that did not affect the substantial rights of the Grievant.

4) Within twenty calendar days of receipt of the grievance the University shall reply in writing, sending copies of the reply to the Chair of the Dispute Resolution Committee, the Chair of the Executive Committee of the Faculty Senate, and the Grievant. The reply shall set forth with particularity the position of the University with respect to each allegation of the grievance.

b) Hearing Committee and Hearing Officer

1) Within a reasonably prompt period of time, ordinarily within ten calendar days of receipt of the grievance and reply, the Chair of the Dispute Resolution Committee shall appoint a Hearing Committee of three members from among the members of the Dispute Resolution Committee. The Chair of the Dispute Resolution Committee shall designate one member of the Hearing Committee to serve as the presiding Hearing Officer. The Hearing Officer shall have appropriate experience and training but need not be an attorney. The Hearing Officer, in addition to serving as a full member of the Hearing Committee, shall assure an orderly, expeditious, and relevant hearing, assure the development of a complete, fair, and reliable record, and advise the Hearing Committee as to issues of substance and procedure.

2) No member of the same department as the Grievant shall sit on the Hearing Committee. Any party to a dispute may disqualify one member of the Hearing Committee by peremptory challenge. Any party may also seek to disqualify any member of the Hearing Committee for cause. The Chair of the Dispute Resolution Committee shall decide any challenges for cause, based on written submissions from the parties. The Chair of the Dispute Resolution Committee shall, from among the remaining members of the Dispute Resolution Committee, fill any vacancies on the Hearing Committee created by challenges.

3) When all challenges have been decided and vacancies filled, and as soon as reasonably possible after receipt of the grievance and reply, the Hearing Officer shall convene the Hearing Committee to

review the grievance. If a majority of the Hearing Committee, after an opportunity for argument by the parties, finds that the grievance does not allege facts sufficient to state a grievance under the Code, or that the grievance is based on evidence or allegations substantially the same as those that have previously been heard or decided, or that could have been presented in a previous hearing, the grievance shall be automatically referred to the Dispute Resolution Committee for consideration at the earliest reasonable time. If a majority of the Dispute Resolution Committee, after an opportunity for argument by the parties, agrees that for any of the reasons set out in this section a hearing is not warranted, the grievance shall be dismissed, in whole or in part, and the matters dismissed shall be deemed closed.

4) On the determination that a hearing is warranted, the Hearing Officer shall promptly convene the Hearing Committee, which shall establish a schedule for the hearing. Grievances shall be heard and decided with reasonable dispatch, and, ordinarily, shall be completed by the Hearing Committee within three months after the determination that a hearing is warranted. However, due consideration shall be given to the University's normal academic calendar.

5) Members of the Hearing Committee shall be present during the hearings and deliberations of the Committee, except that the presence during part of the proceedings of one of the two not serving as the Hearing Officer may be waived by agreement of the parties.

6) It shall be the duty of the Hearing Officer to convene promptly the meetings of the Hearing Committee and to preside; to assure the expeditious disposition of the case; to rule on all questions of procedure necessary to the conduct of the hearing, subject to being overridden by the other two members of the Hearing Committee; to control the development of testimony and of evidence in the record; to prepare or assign the writing of an opinion on behalf of the Hearing Committee; and to

advise the Hearing Committee in its deliberations on questions of substance and procedure. The Hearing Officer is a full member of the Hearing Committee, and the Hearing Committee shall decide all ultimate questions of fact, substance, procedure, or policy, by majority vote. The Hearing Officer shall sign dispositive orders on behalf of the Hearing Committee.

7) Members of the Hearing Committee, members of the Dispute Resolution Committee, and the parties shall avoid ex parte communications bearing on the substance of the dispute.

c) Procedure for Hearings

1) The parties to the proceedings shall be entitled to appear in person and to be represented by counsel or other adviser.

2) A grievance procedure is not a formal judicial proceeding. Its purpose is to provide a fair evaluation of an allegation that a right or privilege has been violated. In order to achieve that end, the Hearing Committee shall have authority to call any material witness who is a member of the University faculty, administration, or staff and any other person who is willing to testify; to question parties and witnesses; to exclude matters it deems irrelevant; to place reasonable limits on arguments, the presentation of evidence, and the questioning of witnesses by the parties. The University will make a reasonable effort to facilitate the appearance of all faculty, administration, and staff reasonably called to testify.

3) The procedure at the hearings shall be informal but shall comply with the requirements of fairness to the parties. The Hearing Committee is not required to comply with rules of evidence applicable in courts of law and may receive any relevant evidence that is not privileged. The Hearing Committee may decline to consider evidence when its probative value is outweighed by considerations of unfair prejudice, confusion of the issues, undue delay, waste of time, or needless presentation of cumulative evidence. The parties shall be entitled to testify on their own behalf; to call as material wit-

nesses any member of the University faculty, administration, or staff and any other person who is willing to testify; to present written and other evidence; and to cross-examine witnesses called by other parties. A party shall be entitled to inspect and copy, in advance of the hearing, all relevant documents in the control of the other party and not privileged and may offer such documents or excerpts therefrom in evidence.

4) The parties shall be entitled to present opening and closing statements.

5) A stenographic record or tape recording of the hearings shall be made and one copy, which shall be available to all parties, kept on file by the University.

6) The hearings shall be open to the public unless, on the motion of a party or the Hearing Committee, the Hearing Committee shall determine that it is in the best interest of the University and the parties that the hearings be closed.

7) At the conclusion of the presentation of evidence and argument from both sides, the Committee shall convene in closed session to deliberate and reach a decision. In rendering its decision, the Hearing Committee shall not substitute its judgment for that of the maker of the decision being challenged. Rather it shall determine whether the Grievant has established by clear and convincing evidence that he or she has suffered a substantial injury pursuant to Article X, Section B.

8) The Hearing Committee shall render its findings and recommendations in a written opinion that shall state the number of members subscribing to the opinion and shall include dissenting opinions, if any. This opinion shall be submitted to the Chair of the Dispute Resolution Committee, and copies shall be transmitted to the parties and to the Chair of the Executive Committee of the Faculty Senate.

9) The hearing procedures shall be concluded and the Hearing Committee's findings and recommendations shall be rendered as soon as practicable.

5. Appeals

- a) Any party may appeal the findings and recommendations of the Hearing Committee by filing a notice of appeal with the Chair of the Dispute Resolution Committee and sending copies thereof to the Chair of the Executive Committee of the Faculty Senate and to the other parties. The notice of appeal must be filed within ten calendar days of the receipt of the decision of the Hearing Committee.
- b) An appeal shall be heard by members of the Dispute Resolution Committee who were not members of the Hearing Committee, provided that members of the Dispute Resolution Committee who were disqualified from sitting as members of the Hearing Committee and members of the same department as the Grievant shall not participate in the hearings of the appeal. A quorum for hearing an appeal shall be two-thirds of those members of the Dispute Resolution Committee eligible under the terms of this section.
- c) The parties to an appeal shall be entitled to present written and oral argument. However, evidence not introduced in the hearing may not be considered on appeal.
- d) The Dispute Resolution Committee shall decide by majority vote and render an opinion in writing, sustaining, modifying, overruling, or remanding the decision of the Hearing Committee.

6. Recommendations

A Hearing Committee and the Dispute Resolution Committee may recommend that the University action being challenged be upheld, modified, reconsidered or remanded under specified conditions, or reversed, in whole or in part. A Hearing Committee and the Dispute Resolution Committee may not include as part of their recommendations any monetary damages, punitive damages, or any other actions or measures outside of the scope of the underlying University action being challenged.

7. Final Disposition

In the absence of a timely appeal filed by either party from a decision of a Hearing Committee, or after a decision of the Dispute Resolution Committee, such decision shall be transmitted to the parties, to the Chair of the Executive Committee of the Faculty Senate, and to the Vice President for Academic Affairs. The decision of the relevant Committee shall be deemed final and shall be implemented by the University unless the Vice President for Academic Affairs determines that there are compelling reasons not to implement the relevant Committee's decision. In the event of such a determination, the Vice President shall transmit his or her determination (including an explanation of such compelling reasons) and recommendation, and the record of the case, through the President of the University to the Board of Trustees, or, at the election of the Grievant, solely to the President, with copies to the Grievant and the Chairs of the Dispute Resolution Committee and the Executive Committee of the Faculty Senate, for a prompt decision of the President or the Board of Trustees.

F. Procedures for the Dismissal of a Faculty Member for Adequate Cause

1. Commencement of Proceedings

- a) Proceedings to dismiss a tenured faculty member for adequate cause may be commenced by a complaint, addressed to the Chair of the Dispute Resolution Committee, signed by the Vice President for Academic Affairs and either the dean or the department chair who has administrative responsibility for the faculty member concerned. The complaint shall set forth the grounds alleged to constitute adequate cause for dismissal. A copy of the complaint shall be delivered in hand to the faculty member concerned or shall be sent by registered mail to the faculty member's residence. A copy of the complaint shall also be sent to the Chair of the Executive Committee of the Faculty Senate.

b) Proceedings may also be commenced by a petition, setting forth the grounds alleged to constitute adequate cause for dismissal and signed by a majority of the tenured faculty of the school of the faculty member concerned, or by twenty tenured members of that faculty, whichever is the lesser. A copy of the executed petition shall be delivered in hand to the faculty member concerned or sent by registered mail to his or her residence. Copies shall also be sent to the Chair of the Dispute Resolution Committee, the Chair of the Executive Committee of the Faculty Senate, and the Vice President for Academic Affairs.

c) Within twenty calendar days of the receipt of the complaint, the faculty member concerned shall reply in writing, sending copies of the reply to the Chair of the Dispute Resolution Committee, the Chair of the Executive Committee of the Faculty Senate, and the Vice President for Academic Affairs. The reply shall set forth with particularity the responding faculty member's position with respect to each allegation of the complaint.

2. Hearing Committee

a) Upon receipt of the complaint, the Chair of the Dispute Resolution Committee shall, with the advice of the Executive Committee of the Faculty Senate, appoint a Hearing Committee of six members from among the members of the Dispute Resolution Committee.

b) No member of the same department as the faculty member concerned and no one who has signed a petition seeking that faculty member's dismissal shall sit on the Hearing Committee. The faculty member concerned may disqualify two members of the Hearing Committee by peremptory challenge and may also seek to disqualify a member of the Hearing Committee for cause. The Dispute Resolution Committee shall hear and decide any challenges for cause. The Chair of the Dispute Resolution Committee shall, from among the remaining members of the Dispute Resolution Committee, fill any vacancies on the Hearing Committee created by challenges.

c) When all challenges have been decided and vacancies filled, the Hearing Committee shall convene, establish a schedule for the hearings, and elect a chair from among its members to preside during the formal proceedings.

d) All of the members of the Hearing Committee shall be present during the hearings and deliberations of the Committee except that the presence of one of them during part of the proceedings may be waived by agreement of the parties.

3. Procedure for Hearings

The procedure for the hearings shall be the same as provided in Part E of these Procedures, except that the hearing shall be closed on the motion of the faculty member concerned, and that the Hearing Committee may recommend the dismissal of the faculty member concerned only by the affirmative vote of two-thirds of its members.

4. Appeals

The faculty member concerned may appeal the decision of the Hearing Committee in accordance with the procedures provided in Part E, Paragraph 5, of these Procedures.

5. Attorneys' Fees and Expenses

If a faculty member prevails against charges brought against him or her, the University may, upon recommendation of the Hearing Committee, reimburse the faculty member concerned for all or part of attorneys' fees and expenses actually incurred in his or her defense.

INDEX

Academic Affairs, Vice President for
 Role in administrative appointments in the
 College of Professional Studies, 21
 Role in appointment of University Professors, 7
 Role in granting of leave, 12, 13
 Role in grievance cases, 24, 25, 31
 Role in procedure for dismissal of a faculty
 member for adequate cause, 31, 32
 Role of Executive Committee in appointment of, 22
Academic Freedom, 2, 16
Board of Trustees
 Consultation with faculty in the selection
 of a University president, 22
 Establishment of Faculty Code, 1
 Responsibility in extraordinary financial exigency, 12
 Role in appointment of University Professors, 7
 Role in approval of sabbatical leave, 13
 Role in awarding emeritus status, 14
 Role in extending reappointment of
 some instructors, 6
 Role in faculty grievances, 31
 Role in nonconcurrences, 19
Compelling Reasons
 As basis for administrative nonconcurrence
 with faculty recommendations, 19
 Standard for recommendations of school-wide
 personnel committees, 9
Dispute Resolution Committee
 Composition and role in grievance procedure, 24
Executive Committee of the Faculty Senate
 Role in appointing temporary members to
 facilitate dispute resolution process, 24
 Role in appointment of administrative officers, 22
 Role in appointment of University Professors, 7
 Role in grievance procedures, 25, 26, 30, 31
 Role in nonconcurrence procedure, 19
 Role in votes of no confidence, 21
Extraordinary Financial Exigency, 12
Faculty
 Active-status, 1, 4
 Appointments and reappointments, 4
 Criteria and procedures for faculty appointments, 7
 Dismissal and late notice, 11
 Dismissal for adequate cause, 31
 Grades of personnel, 1
 Leave, 5, 12
 Notice of nonrenewal of appointment, 10
 Professional responsibilities of the faculty, 2
 Promotion, 7

 Retirement, 14
 Retirement annuity, 15
 Rights, privileges, and resolution of disputes
 under code, 16
 Termination of service, 10
 Termination of non-tenured appointments, 10
Faculty Assembly
 Role in selection of University president, 22
 (also see the Faculty Organization Plan)
Faculty Participation
 In action concerning curriculum, 23
 In actions concerning faculty membership, 18
 In governance of departments and schools, 18
 In the appointment and promotion of
 administrative officials with authority
 over academic matters (generally), 20
 In the selection of a University president, 22
 In the selection of certain administrative officers, 22
 In University decision making, 15
Governance of Departments and Schools, 15, 18
Grievance
 Appeals, 30
 Basis of, 16
 Dispute Resolution Committee, 24
 Final disposition, 31
 Formal proceedings, 25
 Hearing committee and Hearing Officer, 26
 Hearing procedures, 28
 Informal resolution, 24
 Preliminary proceedings, 24
 Recommendations, 30
Nonconcurrence with Faculty Recommendations
 (in tenure and promotion decisions), 19
Nondiscrimination, 9
Notice by Faculty Member of Termination or
 Declination of Renewal, 10
President of the University
 Faculty role in selection of, 22
 Role in appointment of University Professors, 7
 Role in approval of sabbatical leave, 13
 Role in grievance procedures, 31
 Role in nonconcurrences, 19
School-Wide Personnel Committees, 9
Tenure, 4, 8
Termination of Service, 10

Faculty Organization Plan

1

9

8

7



THE GEORGE WASHINGTON
UNIVERSITY FACULTY ORGANIZATION PLAN ADOPTED SINCE ITS

Trustees, March 21, 1991, Article II,
to read:

shall be held at least once during the

Trustees, May 14, 2004, Article III,
to read:

ate shall be elected by and from
Columbian College of Arts and
School of Education and Human
Development and Applied Science, School
of Medicine and Health Sciences, and Law
School of International Affairs, two;
and Health Services, one. The
others ..."

(b) was amended to read:

shall consist of eight faculty
members ex officio. The
one representative each: the
School of Medicine and Health Sciences, the Law School, the
School of Education and Human Development, the
School of Applied Science, the School of
the School of Business, the
School of International Affairs, and the School of Public
Health. One faculty member of the Senate

on 04/8 amended Section 10 of the
Standing Committees of the Senate are:
Academic Policies; Admissions Policy, Student
Development; Athletics and Recreation;
Financial and Support; Fiscal Planning and
Operations; Libraries; Physical Facilities;
Public Relations; Research; and University and
Community. This list: "Other standing committees
shall be determined by the Senate." was deleted.

Recommendations may be obtained from the Faculty

THE GEORGE WASHINGTON UNIVERSITY
FACULTY ORGANIZATION PLAN

Originally put in operation in 1960; as amended most recently in 1987.

Article I. Purpose and Power

SECTION 1. OBJECTIVE

The objective of the Faculty Organization Plan is to enable the Faculty of The George Washington University, in keeping with sound principles of university organization, to perform effectively its functions and responsibilities with respect to educational policy and objectives of the University and related affairs in which the faculty has a legitimate concern or interest. The provisions of the Plan shall be interpreted and applied in accordance with the stated objective of the Plan.

SECTION 2. STRUCTURE AND POWERS

The Faculty Organization shall consist of two bodies: the Faculty Assembly (hereafter "Assembly"), which shall consist of academic personnel holding the rank of professor, associate professor, assistant professor, or instructor who are in full-time service and the administrative personnel provided for hereafter; and the Faculty Senate (hereafter "Senate"), which shall be a representative body acting for the Faculty as the whole in legislative and advisory capacities. The powers, duties, and privileges of the Assembly and Senate shall be exercised in accordance with the Charter of the University and subject to the authority of the Board of Trustees, and they shall relate to matters that are of concern to more than one college, school, or division, or to the Faculty.

Article II. The Faculty Assembly

SECTION 1. MEMBERSHIP

The Faculty Assembly shall consist of the academic personnel holding the rank of professor, associate professor, assistant professor, or instructor who are full-time employees (or, in the School of Medicine and Health Sciences, the equivalent as defined in affiliation agreements) of a degree-granting college, school, or division of the University and the President, the Vice President for Academic Affairs, the Treasurer, the University Librarian, the Registrar, the Director of Admissions, and the officers of administration appointed by the President to the Senate. Vice presidents and other academic personnel in full-time service, and professors and associate professors emeriti, may attend meetings of the Assembly and shall be privileged to speak; but they shall not have the right to make motions or to vote.

SECTION 2. OFFICERS

The President shall be Chairman of the Assembly, the Vice President for Academic Affairs shall be the Vice Chairman, and the Registrar shall be the Secretary.

the Senate, and in his absence, the Vice President for Academic Affairs. The Registrar shall be Secretary of the officers of the Senate.

Senate shall be two years beginning If necessary, the terms shall be adjusted by the consent of the Senate, so as to elect officers each year.

shall be held subject to the following procedures determined by the faculty and the persons involved:

Permit nominations from the floor or by the faculty of the school or determined at or prior to the election. Require at least two nominees for each

time service shall be eligible to vote.

Meetings called by the academic deans of each year. A quorum shall be that of the individual school, college, or faculty meetings.

Members in the Senate membership or a member shall be able to participate for any period, and shall be entitled to elect another member or pro tempore for the period of

Meetings shall be held at stated intervals as determined during each semester of the year by the President, acting on the advice of the Executive Committee or the Assembly or by the officers of the Senate.

A whole number greater than one-half of the members shall be exercised by the affirmative members present and voting, except a majority for particular business.

(c) The agenda for any meeting shall be made available in writing by the Secretary of the Senate to all members of the Senate at least seven days prior to the meeting in the case of regular meetings, and with the call in the case of special meetings, and shall be made available for inspection by all members of the Assembly. If, at any regular meeting, any item of business is deemed sufficiently urgent by a majority of the faculty members of the Senate, or by two-thirds of the faculty members present and voting, whichever is the greater, action may be taken with regard thereto by the Senate at such meeting without its previous inclusion in the agenda.

(d) A summary of the minutes of each meeting shall be furnished by the Secretary of the Senate to all members of the Assembly and such administrative officers as the President shall designate. A copy of the full minutes shall be made available by the Secretary for inspection by any such member or officer.

(e) Except as otherwise provided herein, or required by the Assembly, the Senate may adopt such bylaws and other rules concerning its government and procedures as it considers appropriate.

SECTION 5. COMMITTEES

(a) General

There shall be three kinds of Senate committees: the Executive Committee, standing committees, and special committees. The Executive Committee and all standing committees shall meet as directed by the Senate, or as determined necessary by the committees themselves or their chairmen, but not less than once a year. Committee meetings shall be conducted according to orderly procedure, records of deliberations shall be kept, and reports shall be made to the Senate as often as required, but at least annually. Copies of all formal reports shall be filed with the Secretary and shall be available for inspection by members of the Assembly and the administrative officers of the University. Members of the Executive Committee and standing committees shall be elected for a term not exceeding one year. No member of the Executive Committee shall immediately succeed himself more than twice. The Senate shall establish such procedures for temporary replacement of members of the Executive Committee as shall seem necessary to assure that the Executive Committee would not be prevented from acting effectively in emergencies because of inability to assemble a quorum of its membership.

(b) The Executive Committee

The Executive Committee shall consist of seven faculty members of the Senate and the President ex officio. The following six schools shall have one representative each: the Columbian College of Arts and Sciences, the National Law Center, the School of Education and Human Development, the School of Engineering and Applied Science, the School of Medicine and Health Sciences, and the School of Government and Business Administration. The seventh seat shall alternate biennially between the Senate representatives of the School of International Affairs and the Graduate School of Arts and Sciences. Any faculty member of the Senate shall be eligible to be elected to the Executive Committee. The Chairman shall first be elected by the Senate; the Senate shall also elect the other six elective

t to the restriction that no two
been elected to the Senate by the
Chairman of the Executive Com-
mittee is unable to serve
committee shall elect a replacement or
eting of the Senate, at which time
ments to serve for the remainder
empore for the period of absence

gs, and shall serve as the channel
ay introduce matters for the con-
agenda for any meeting any mat-
t of the members of the Senate.

s for the Senate and in that capa-
standing and special committees
s and Chairman of the Executive
enate shall have the right to make
ive Committee or nominating com-
floor at such meeting. In the event
of any standing or special commit-
re Committee for resolution.

ctions of the Assembly and the
respect thereto to the Senate.

and reports on the work of the
e Senate, to the President and to
a report covering the entire year
s of the Assembly.

college, school, or division of the
any other college, school, or divi-
distribution of copies thereof to
ulty.

gencies on matters requiring im-
pecial meeting of the Senate, such
ation at its next regular meeting.

l have power to inquire, hear,
o receive and propose resolutions
e Senate set out in Section 1 of
by Senate committees shall be
e required by the Senate.

uties of each standing committee
e Bylaws. The majority of voting
members of the Faculty in full-time

service. Special committees may be established by the Senate, and subcommittees
may be established by the Senate or by its committees, and special committees
and subcommittees shall be composed of such members as the Senate or its com-
mittees may provide. The chairman of every standing committee shall be a faculty
member of the Senate, and every Senate committee and subcommittee shall in-
clude at least one faculty member of the Senate.

(3) The Senate may elect any person to membership in any Senate commit-
tee. The President may appoint to nonvoting membership in any standing or
special Senate committee any officer of administration whose duties fall within
the committee's scope.

Article IV. Amendments

Amendments to this University Faculty Organization Plan may be proposed to the
Assembly by the President, by the Senate through petition to the President as
Chairman of the Assembly, or by 100 of the faculty members of the Assembly.
Voting on a proposed amendment by the Assembly may be at a regular or special
meeting. For adoption of a proposed amendment by the Assembly, a favorable vote
of either two-thirds of those voting, or a majority of the voting members of the
Assembly, whichever is the lesser, shall be required. Amendments so adopted
shall be submitted to the Board of Trustees for its approval and shall become ef-
fective only when so approved.

APPENDIX I

***Rules of Procedure for Faculty Assembly Meetings**

1. NOTICE OF MEETING. Notice of a meeting of the Assembly shall consist of the
time and place of the meeting, the type of meeting, whether regular or
special, the means by which the meeting has been called, and the Agenda
prepared by the President; and the Secretary shall put the Notice in the
University mail at least ten days (not including the meeting day) prior to the
meeting day.
2. PRESIDING OFFICER. The President shall be Chairman of the Assembly and its
presiding officer. In the absence of the President, the Vice President for
Academic Affairs shall preside, and in his absence, the Chairman of the Ex-
ecutive Committee of the Faculty Senate.
3. ORDER OF BUSINESS. The ordering of business on the Agenda shall be done by
the President, and matters may be taken up out of the announced order at the
Chairman's discretion. A matter for debate that does not appear in the Agen-
da may be taken up only by a majority vote suspending the Rules of Procedure
for that matter.
4. MEETINGS. Attendance at meetings of the Assembly shall be confined to
members, except as individuals are invited by the President to attend, and
subject to the Assembly's right to declare the meeting closed to nonmembers
by a majority vote.

*Adopted by the Faculty Assembly September 13, 1966; minor editorial changes made in March 1971 to
conform the text to 1970 amendments to the Faculty Organization Plan.

g substitute motions) must be ger-
order to raise the issue of ger-
to call for a ruling by the Chair-
himself; and the Chairman's ruling
y a majority vote.

ied in the Rules of Procedure, the
o *Robert's Rules of Order*. The
the Chairman on points of order.

rmally be by voice, and the Chair-
man or three members call for a
ll appoint tellers and shall call for
of affirmative and negative votes.
otice in the Agenda.

cedure, having been prepared by
ording to Article II, Section 3(e), of
pted by the Assembly by majority
as an ordinary matter of business
dopted by majority vote.

Senate

George Washington University:

all be held on the second Friday of
uary, February, March, April, and
the date of a regular meeting in
ee may cancel any regular meeting
ne President may call a "special
committee or upon the petition of 25

for attendance and observation to
hat by a majority vote the Senate
ly elected and ex officio members

be called a "session" and each ses-
he regular meeting in May.

as amended to date by the Faculty Senate.

SECTION 2. ORDER OF BUSINESS AND AGENDA

(a) The order of business for regular meetings of the Senate shall be as follows:

(1) Call to order

(2) Approval of the minutes of the previous meeting

(3) Special business; for example, matters postponed to this meeting

(4) Resolutions reported out of Committees, with reports if any

(5) Introduction of Resolutions

(6) General business; for example, announcements, nominations, elec-
tions, appointments, and Committee reports unaccompanied by Resolutions

(7) Brief statements

(8) Adjournment

(b) The minutes of the previous meeting shall not be read aloud prior to their approval if written copies have been previously circulated to members of the Senate, unless the Senate shall by majority vote, without debate, order them to be read.

(c) The Executive Committee shall include in the Agenda for any meeting any matters requested by the President or by 20 percent of the members of the Senate. Arrangement of the Senate's business upon the Agenda within the above categories shall be the duty of the Executive Committee. Matters on the Agenda may be taken up out of order by a majority vote.

(d) The Agenda for a regular meeting shall be available to members in writing in the office of the Secretary, and a copy of the Agenda addressed to each member shall be put in the University mail, on the seventh day before the meeting day.

(e) The Agenda for a regular meeting shall be accompanied by copies of reported Resolutions scheduled for debate, including those that originate in Committees and have not theretofore been introduced, and copies of Committee Reports submitted with Resolutions. If, at any regular meeting, any item of business is deemed sufficiently urgent by a majority of the faculty members of the Senate, or by two-thirds of the faculty members present and voting, whichever is the greater, action may be taken with regard thereto by the Senate at such meeting without its previous inclusion in the Agenda.

(f) The Agenda for a special meeting shall be prepared by the Executive Committee and may be incorporated in the call for the meeting. The minutes of a special meeting shall be approved at the next regular meeting. No Resolution, nor any item of business, not on the Agenda for the special meeting shall be considered by the Senate.

SECTION 5. COMMITTEE REPORTS

(a) Committee Reports shall be of three kinds: Annual Reports, Final Reports, and Special Reports.

(1) Each Standing Committee and the Executive Committee shall submit an "Annual Report" of activities during the session. Resolutions attached to an Annual Report shall be the business of the Committee in the next session, and with the consent of the Committee's Chairman, the Resolutions may be put upon the Agenda of any meeting in the next session.

(2) Each Special Committee shall submit a "Final Report" to the Senate at the conclusion of its activities and shall, with submission of the Final Report, move to be discharged.

(3) A "Special Report" may be submitted by any Committee at any time, either in support of its reporting a Resolution, or by way of information to the Senate on the Committee's activities.

(b) A Committee Report must be adopted by a majority of the Committee and shall be submitted over the name of the Chairman, whether he concurs in the Report or not. The Chairman and members of the Committee may submit their separate views for attachment to the Committee Report over their separate names. A Committee Report shall be "submitted" when it is delivered in writing to the Chairman of the Executive Committee. Each Committee Report more than three double-spaced typewritten pages in length shall commence with a "Summary" not more than one such page in length for distribution to the Faculty Assembly.

(c) The submitted Committee Report shall be circulated to the members of the Senate and shall be included in the minutes at the next appropriate meeting, but it shall not be read aloud unless requested by a majority vote. No Senate action regarding a Committee Report as such shall be in order, whether to receive, adopt, or accept it. The appropriate manner of securing debate and adoption of a Committee's proposals shall be to frame them as Resolutions.

SECTION 6. VOTING

(a) Elected members of the Senate shall be the voting members, except as provided below to break a tie vote.

(b) A "majority vote" shall be one vote more than one-half of the elected members present and voting, and a "quorum" shall consist of one-half of the elected members; and if "one-half" equals a fraction, the number required for a majority vote or a quorum shall be the next higher whole number.

(c) Voting shall ordinarily be by voice, with the presiding officer calling for the Ayes and Nays and declaring the result; except that any member, elected or ex officio, may call for a division of the Senate.

(d) Voting in a division of the Senate shall ordinarily be by show of hands, with the presiding officer appointing nonvoting tellers and announcing the Ayes and Nays. In a division of the Senate the presiding officer may, when he announces a tie vote, vote orally to break the tie vote.

a roll call vote shall be taken. The recording beside each name "Aye," the presiding officer shall vote last and the Ayes and the Nays. The presiding officer shall vote.

may be taken. The Secretary as teller the presiding officer, who shall announce the Ayes and the Nays, the vote orally to break the tie.

agenda as reported by a Committee, and no second or other motion is in committee, ordinarily the Chairman, debate on the merits.

germane to the Resolution or other motions for order of the question of germane.

and upon a majority vote if demanded for a germane statement not to examine any person.

before the Senate at a regular session the procedures set out in Section 9 shall not be considered a part of the competence of the Senate. Other motions shall not be considered a part of the competence of the Senate. The order of business may be set in advance of the session, but need not, be set forth in the Bylaws, but not the details of referral, but not the details of referral.

interrupted by the following motion: "I move on . . . (naming an appropriate subject) to terminate discussion of the subject and be amendable only in respect of the subject."

contrary in the Bylaws, the Senate shall have the power to amend the Bylaws of Order.

at the first regular meeting of the Senate and consent of the Senate. The Secretary shall advise on the Senate. He shall assist in the drafting of Resolutions.

(c) Rulings announced by the presiding officer shall govern the Senate unless appealed and overruled by a majority vote. It shall be the duty of the Parliamentarian to frame issues of procedure as proposed amendments to the Bylaws.

SECTION 9. AMENDMENTS

Amendments to the Bylaws may be introduced and referred to the Executive Committee, or they may be originated within the Executive Committee at the suggestion of the Parliamentarian, and they shall be treated as nearly as may be as Resolutions. Enactment shall be by a majority vote. Amendments shall not be considered under a suspension of the rules of order.

SECTION 10. STANDING COMMITTEES

There shall be standing committees for the following areas: Administrative Matters as They Affect the Faculty; Appointment, Salary, and Promotion Policies; Athletics; Educational and Admissions Policy; Fiscal Planning and Budgeting; Honors and Academic Convocations; Libraries; Physical Facilities; Professional Ethics and Academic Freedom; Research; Student Financial Aid; University Development and Resources; and University and Urban Affairs.

Other standing committees created by the Senate shall continue in force.

Although members of standing committees are elected for terms not exceeding one year, it is the sense of the Senate that a greater degree of continuity and consistency in the transaction of committee business will be assured if elected members consider it an obligation to stand for re-election to the same committee at least once.

All standing committees shall hold at least one meeting at the beginning of each Senate Session.

THE GEORGE WASHINGTON UNIVERSITY

INDEX OF FACULTY SENATE RESOLUTIONS

AAUP = 87/1

A.A. degree, optional in Columbian College (61/April 14)*
 Academic Excellence, Faculty Statement Concerning Strategic Planning for (01/4)**
 Academic Honor Code (94/8)** (see also Academic Dishonesty, Academic Integrity)
 Academic Integrity, to Amend the Code of (03/5)*
 Academic personnel and SEAS evaluation (66/14)*
 Academic plan (65/1)*
 Academic Programs, Role of Faculty in the Accreditation of (95/7)*, Interdisciplinary programs (97/7)**
 Administrative/Board Action on Senate resolutions, establish additional procedures for (91/1)**
 Administrative officials, review of (73/8)**; Executive Committee's consultative role in appointment of (83/3)*; Faculty Consultation in the Appointment of Administrators Whose Positions Relate to Academic Matters (87/10)*
 Admissions procedures, international students (83/1)*; (88/6)**
 Affirmative Action/Equal Opportunity at GWU, established faculty position on (90/7)s**; to amend University Policy on Equal Opportunity to add "sexual orientation" (90/8)**; Affirmative Action/Equal Opportunity, establish Task Forces on (90/16)*; to amend the Faculty Code regarding nondiscrimination on the basis of sexual orientation (97/3)*
 Age, Amendment to the Faculty Code to Delete the Provisions Relating to Retirement Because of Age, (95/1) **
 Alumni, establishment of Office of Alumni Relations and Development and Alumni Association in each Degree-Granting School, College or Division (77/1)**; Alumni Affairs, establishment of Senate Provisional Standing Committee on (81/6) rec (81/6)s*
 Appreciation, resolution of
 Boswell, John G. (96/15)*; (00/7)*
 Brewer, John W. (69/18)*
 Bright, Harold F. (84/7)*
 Brosnan, Mrs. Ruth (67/2)*
 Brown, Jr., John A. (66/5)*
 Claeyssens, Astere E. (75/4)*, (89/1)*
 Cohn, Victor H. (85/4)*; (93/10)*
 Colclough, Oswald S. (64/May 8)*; (65/Oct)*
 Cronin, Robert E. (69/19)*
 Elliott, Lloyd H. (72/11)*; (75/6)*; (87/8)*
 Faris, Robert K. (80/9)*
 Fox, Raymond R. (90/1)*

Key:	* = adopted	s = substitute resolution	w = withdrawn
	** = adopted, as amended	p = postponed	rfd = referred
	- = defeated	rec = recommitted	d = deferred
	t = tabled	ret = returned to committee	

Appreciation, resolution of (cont'd)

Gelman family (80/20)*

Griffith, William B. (86/14)*; (91/10)*

Hill, Peter P. (81/15)*

Houser, Frederick R. (74/8)*

Kramer, Norman C. (85/3)*

Kraus, Wolfgang H. (65/May)*

Martha's Marathon, planners of (65/15)*

McIntyre, Margaret (82/1)*

Morgan, Jr., John A. (77/13)*; (83/10)*; (96/4)*

Naeser, Charles R. (66/24)*; (76/4)*

Park, Robert E. (66/23)*

Pelzman, Joseph, (95/11)*

Pierpont, Howard C. (71/37)*; (87/13)*

Professional Ethics and Academic Freedom Committee (75/9)*

Robinson, Lilien F. (88/9)*; (94/12)*; (99/7)*, (03/11)*

Trone, Doris D. (98/1)*

Schiff, Stefan O. (94/11)*

Stevens, Edwin L. (66/6)*; (74/14)*

Tupper, Fred Salisbury (63/Dec)*

Wilmarth, Arthur E., Jr. 04/10

Wood, Reuben (65/10)*; (71/31)*; (80/4)*

Arts, support for (85/19)**; (86/2)*

Athletic Club, establishment of (71/35)t

Athletics, (SEE also Committees,) AIAW, Governance of Championships in Women's Athletics (80/8)* in support of the Development of Stronger Programs in Women's and Men's Intercollegiate Athletics (84/15)-; NCAA rule on manifest disobedience (68/17)ret; and withdrawal from Southern conference (68/16)*;

Audit program for Foggy Bottom residents (78/5)**

Award, (faculty) Academic Excellence within the University (88/7) rec

Awards, undergraduate education (69/14)t, (79/9)* (81/13)* (81/16)*

Benefit Run, to sponsor a (99/4)*

Benefits, income and past service for retired faculty (65/13)*; tuition, for faculty children (69/13)** (80/19 revision)*; fringe benefits reallocation from retirement to health; insurance (91/8)**; retirement (01/3)**

Bicentennial celebration, planning of (74/4)*

Bigotry and intolerance, renewal of commitment against (89/10)*

Board of Trustees, with respect to action taken in Response to Resolution 99/2, "A Resolution to Amend the 1996 Faculty Code of The George Washington University 00/5**

Bookstore, university and improvement of service (71/4)*

Budget, Regarding the University, for FY 07 05/8

Budget, Alternative Processes (88/8)*

Budget Cycle, Recommending Improved Timing to Permit Better Consultation with Faculty 04/7

Butler, United States vs. (72/9)**

Calendar, academic, SEE University calendar

Chaplains, Board of (67/1)*

Charity Events, Encouraging the faculty to support and Participate in (98/8)**

Classroom Shortage, Expressing Concern about and Requesting Joint Senate and Administrative Review 04/4 of Recent

Code of Student Conduct, revised (87/4)**; (95/8)**; (99/3)**

College of Professional Studies, concerning a proposed (99/5)**; to Amend the Faculty Code with respect to (01/12)**

Accepting with Approval the Report of the Joint Faculty/Administration Task Force on the Proposed College of Professional Studies (00/3)**

Columbian College, (SEE Schools and Colleges)

Commencement (65/17)- (68/7)t (69/4)*

student participation in selection of speakers (81/1)**

guidelines for planning (81/10)**

Commendation, resolutions of

Administration, for improvement of physical facilities (66/May)*

Basketball team, GWU (76/1)*; men's basketball team, GWU (93/2)*; basketball team, GWU men's (93/2)*

College of General Studies (65/16)*;

Debate team, GWU (66/4)**(76/2)*

Grounds department, GWU (93/3)*

Elliott, Lloyd H. (75/6)*

President and the Board of Trustees on Renovations of Academic Space (96/7)*

Soccer team, GWU (77/10)*

Trachtenberg, Stephen Joel (96/5)*; (96/7)*

Volleyball team GWU women's (77/9)*;

Women's basketball team (96/10)*

Commission on equal opportunity employment (72/8)**

Commission on governance of GWU (71/6 - 71/19)* (71/10)t; and faculty consultation (70/3)**

Commission on Report for the Year 2000

establishment of Special Committee to study Commission Report (85/6)*; request for periodic reports by administration to faculty on plans to implement Report (85/15)**; request for creation of procedures to develop a comprehensive plan for the University's future development (85/18)*; University Planning (87/9)*

Commitments, establishment of (86/5)*

COMMITTEES, SENATE (see individual committee concerned and also Senate, Faculty)

Administrative Matters as They Affect the Faculty,

guidelines for searches for deans (90/9)*

Non-smoking, university-wide policy on (94/10)**

Resolution to Discontinue Senate Standing Committee on (01/5)*

Admissions Policy, Student Financial Aid and Enrollment Management

Admissions and Advanced Standing, discontinued (83/2)*; Admissions Policy and Student Financial Aid, change of name and scope (93/7)*

Alumni Affairs (Provisional-3 yrs.),

establishment of (81/6)rec (81/6)s* (expired 12/84)

Appointment, Salary and Promotion Policies (65/Feb 2)*;

transfer of Faculty, Performance and Development Committee (70/15)*

on Parking (90/14) rfd;

to provide Retirement Opportunities and Incentives for Senior Faculty 90/15)**;

permits faculty to review their Annual Reports (91/2)*;

establishment of School-Wide Personnel Committees (91/6)s** (91/)*;
to amend the Faculty Code to change date of appointment notification (91/7)*;
on fringe benefits reallocation from retirement to health insurance (91/8)**
opposing selective reductions in salary of tenured faculty(96/11)*;
extended leaves of absence, procedural guidance (97/5)*;
interdisciplinary programs (97/7)*;
to strengthen University Relations with its Retired faculty (Substitute)(98/3)**;
Retirement Benefits (01/3)**
Athletics, ALAW (80/8)*, and NCAA rule on institutional aid (69/1)*;
student membership (66/12)**;
in support of the Development of Stronger Programs in Women's and Men's Intercollegiate
Athletics (84/15)-
change of name to Athletics and Recreational Committee 90/10);
Regarding the Wellness Center Proposed Faculty User Fee (99/1)-;
Educational Policy, academic interaction (66/16)*;
change of name to Educational and Admissions Policy (83/2)*;
(to) change the description of the Z symbol (98/2)**
grading extensions (93/5)**;
course information sheets (96/1)**;
Faculty Statement Concerning Students with Disabilities (01/2)**;
Faculty Statement Concerning Strategic Planning for Academic Excellence (01/4)**
Executive Committee, chairman and change of title from
executive officer (71/Dec 18)*;
to replace Executive Committee chairman or members when necessary (79/6)**;
consultative role in the appointment of administrative officials (83/3)*;
to restructure (enlarge) and further empower (85/14)**;
University Planning (87/9)*;
to amend Faculty Organization Code to change frequency of stated meetings of Faculty
Assembly (90/5)*;
use of faculty on Administrative committees, Task Forces, etc. (91/3)**;
Joint Faculty/Administration Committee, to improve flow of information (91/4)*;
composition of Executive Committee to conform with merger of CCAS and GSAS (91/5)*
Faculty Development and Support, establishment of a University Publications Office
(90/17)w;
voluntary retirement opportunities and incentives to faculty, provide (94/1)
recommend establishment of a Joint Faculty-Administration Task Force on Retirement
Opportunities and Incentives to Faculty (94/3)**;
Discontinue the Senate Standing Committee on Administrative Matters (01/5)*;
Regarding the Administration's Establishment of a "Compliance Line" (01/9)*;
Requesting Administrative Action on the Implementation of the Faculty Senate's Resolution
on the Establishment of a "Compliance Line" (01/13)*
Faculty Performance and Development, abolishment of(70/15)*
Faculty Consultative Committee, procedures for election of (regarding selection of a president)
(85/11)**
Fiscal Planning and Budgeting, establishment of (74/1)*;
Alternative Budget Processes (88/8)*;
reconsideration of construction of Health & Wellness Center (91/11);
establish Fiscal Planning and Budgeting Committees in the Schools, Colleges, and Divisions

(92/1)**;

establishment of a Joint Faculty-Administration Task Force to assess long-run comparative advantage of the Virginia campus (93/4)*

Uniform Financial Performance model, recommend adoption of (94/6)*

Grievance, and need of extra members (78/7)**;

beginning date of term of service (81/9)*;

Hearing, and reports: Bielski, Lee S. (76/9)*; DePauw, Linda G. (75/7)- (75/8)* (75/10)*; to amend the Faculty Code (grievance procedures) (99/2)**

to amend Resolution 99/2** (00/2)** with respect to action taken by the Board of Trustees in Response to Resolution 99/2, "A Resolution to Amend the 1996 Faculty Code of The George Washington University 00/5**

Joint Committee of Faculty and Students, (67/10)**; (69/6)**; (69/16)**; (70/11)*; (72/1)*; (73/3)*; (74/3)*; (75/2)*;

support for the visual and performing arts (86/2)*;

advising/registration (86/3)rfd;

to amend University Policy on Academic Dishonesty (87/12)*;

to amend University Policy on Equal Opportunity to add "sexual orientation" (90/8)**;

Mid-Semester Academic Warning system (93/1)*;

Academic Honor Code (94/8) **;

Final Examination Conflicts (94/9)**;

to change the description of the Z Symbol (98/2)**;

A Resolution Encouraging the Faculty to Support and Participate in Charity Events (98/8)**;

to strengthen the rape and sexual assault policy of the Code of Student Conduct (99/3)**;

Resolution to Amend the Code of Academic Integrity (01/1)t;

Resolution to Amend the Code of Academic Integrity (01/6)*

Library Committee, change of name to Libraries Committee (85/2)*;

to support additional funding for Library acquisitions (87/11)*;

to support proposed changes in Policies of Gelman Library re access and circulation (97/4)**

Physical Facilities,

campus planning (73/2)* (74/10)*;

endorsing principles embodied in revised University Campus Plan (85/20)**

faculty participation (68/6)*

historic Presidents' House on Campus, designation of (84/18)s*

new buildings (66/1)* (68/14)* (71/3)* (71/32)*

GWU Green Model University Task Force, Faculty Senate's support for (93/8)*

Professional Ethics and Academic Freedom,

SEAS evaluation report (66/14)*;

resolution of appreciation (75/9)*;

Faculty Consultation in Appointments of Administrators Whose Positions Relate to Academic Matters (87/10)*

University Policy on Misconduct in Science and Related Matters, to Amend and Clarify (90/11)*;

establish additional procedures for prompt disposition of Faculty Senate Resolutions requesting Administrative/Board action (91/1)**

Active participation of faculty in University governance (93/6)**;

to amend the Faculty Code relating to administrative nonconcurrences with Faculty recommendations (94/5)*;

tenure, conferral of, reaffirming the Faculty Code provisions regarding (94/7)w;

to Endorse Interim Policy and Procedures Governing Sexual Harassment Complaints, as Amended (98/5)**;

Opposing Making the Vice President for Academic Affairs' Notice of Denial of Tenure Final Action of the University (Although Subject to Appeal) (98/6)t;

on Tenure by Default (Substitute) (98/7)*;

to amend the Faculty Code (grievance procedures) (99/2)**;

on the Revised Draft of the Sexual Harassment Policies and Procedures (00/6)p **

Conflict of interest in federally funded research, policy on (94/13)**; (96/9)**

Conflicts of Interest, To Reaffirm the policy on conflict of interest for faculty members of The George Washington University and to endorse the procedures for review of possible faculty conflicts of interest (97/2)**;

to endorse University Policy on Conflicts of Interest (97/6)*;

Nondiscrimination, re sexual orientation (97/3)*;

Interdisciplinary programs (97/7)*;

Amend the Faculty Code to Provide a Requested Statement of Reasons to Long-Term Contract Faculty upon Non-Renewal of their Appointments (01/7) rec;

Bring the School of Public Health and Health Services into Compliance with the Faculty Code with Respect to Tenured and Tenure-Accruing Appointments for Regular Active-Status Faculty (01/11)*;

Amend the Faculty Code with Respect to the College of Professional Studies (01/12)**

Public Ceremonies, creation of a University Committee on (84/11)*;

change of name to Honors and Academic Convocations (85/1)*

Research, increase awareness of productive research (85/16)*;

promote research seminars and colloquia (85/17)**;

incentive-based hierarchy of priorities in allocation of resources to research (89/7)**;

need for teaching load reductions to ensure growth of sponsored research (89/8)s**;

faculty's role in decision-making in area of research (89/9)**;

coordination of Research Committee and Advisory Council on Research (92/5)*;

strategic plan for research (94/4)*;

to Endorse a Revised Copyright Policy (98/4)**

Honors and Awards, Appropriate Regulation, by Units of the University 04/9

Scholarship, and change of name (72/3)*

Student Financial Aid (85/13)*

University and Urban Affairs:

to sponsor a Benefit Run (99/4)*

to Establish a GW Film Festival (01/8)*

University Committee on Public Ceremonies, creation of (84/11)*

University Objectives (66/17)p (69/3)rec (75/1)*; (76/7)**

discontinuation of (81/5)*

University Resources, establishment of (65/4)*;

and change of name (72/7)**;

change of name (87/2)ret;

renamed "Faculty Development and Support" (89/14)**

University and Urban Affairs (68/1)**;

support of the arts to enhance the University's role as a center for cultural activity (85/19)**;

to establish a regularly updated publication of Commitments (86/5)*;

to establish University office for community service (86/12)*

Standing Senate Committees:

eligibility and membership (66/2)*
President Elliott's proposal (65/9)*
to continue (69/21)**
to encourage continuity in committee membership (80/2)*
to meet at least once early during each Senate Session (80/3)*

COMMITTEES, SPECIAL

Special Joint Faculty-Administration-Trustees Committee to Formulate an All-Encompassing University-wide Policy on Conflict of Interest (95/5)*, (96/8)**
Special, committee-of-one to propose changes in Grievance Procedures (81/8)*
Special, to Review Grievance Procedures at The George Washington University (96/6); (see Resolutions 99/2 and 00/2)
Special, on conflict-of-interest policy (85/10)*; to endorse report of special committee on conflict of interest (86/13)rfd; (89/6)s**; University-wide policy (95/5)*; 96/8**
Special, relating to non-tenure-accruing faculty members (82/3)**; utilization of (89/5)**; (90/13)**
Special, on Northern Virginia Planning (89/3)**
Special, on Northern Virginia Campus (89/12)s**
Special, relating to the Vice President for Medical Affairs (74/13)**
Special, to conduct a Self-Study (84/9)**; to extend term of Special Committee (85/5)*
Special, to formulate a faculty position on Affirmative Action/Equal Opportunity at GWU (90/7)s**; establish Task Forces on Affirmative Action/Equal Opportunity (90/16)*
Special, to study Report of the Commission for the Year 2000 (85/6)*
Special, to study structure and functioning of Faculty Senate (90/6)*
Special Senate, appointment of (67/12)*
Joint Faculty/Administration, to improve flow of information (91/4)*
Steering, and all-university assembly (73/10)-

Compensation Increases & Comp Policy, Faculty and Staff Compensation Increases 05/2 Compliance Line

Regarding the Administration's Establishment of (01/9)*
Requesting Administrative Action on the Implementation of the Faculty Senate's Resolution on the Establishment of a "Compliance Line" (01/13)*
On Regulatory Compliance help & referral Line (02/3)**

Conflict of Interest,

on Senate Committees (78/6)*
Special Committee on Conflict of Interest Policy (85/10)*;
to endorse report of special committee on (86/13)rfd;
to endorse a University Policy on (89/6)**;
in federally funded research (94/13)**
to reaffirm the policy on conflict of interest for faculty members of The George Washington University and to endorse the procedures for review of possible faculty conflicts of interest (97/2)**;
to endorse a University Policy on Conflicts of Interest (97/6)
Special Joint Faculty-Administration-Trustees Committee to Formulate an All-Encompassing University-wide Policy on (95/5)*
to discharge the Joint Committee to Establish an All-Encompassing University-Wide Policy on Conflict of Interest and Elect a Special Faculty Committee to Develop a Conflict of Interest

Policy for Faculty Members at The George Washington University (96/8)**
to amend the Policy on (03/7)*
to endorse the George Washington University Policy and Procedures Regarding Allegations of Research Misconduct 04/5
to endorse Revised Disclosure Forms and Conforming Changes to the George Washington University Policy on Conflicts of Interest and Commitment 04/6
to endorse Technical amendments to the Disclosure Forms for Faculty Members and Investigators under the George Washington University Policy on Conflicts of Interest and Commitment 05/4
Consortium, faculty membership on (68/13)* (87/7)*
Convocation, discontinuation of fall (61/Dec 18)*; mid-year program embellishments (84/1)*;
establishment of an annual Honors Convocation (84/10)**
Copyright Policy, to Endorse a Revised (98/4)**
Council, establishment of for each school, college, and university department (65/Nov 12)**;
membership on (65/2)*
Course information sheets, required (96/1)**
Course offerings,
majors (65/20)*
supernumerary (74/7)*
Credit, academic,
through CLEP and AP exams (70/14)**
for previously audited courses (78/3)-
Curricular Offerings, Role of the Faculty in the Addition, Revision, or Elimination of (95/10)**
Curriculum,
departmental studies of (69/5)rfd
procedure with respect to Deliberation and Decision on the 4 x 4 Curriculum 05/5
requirements and supporting activities (69/8)*
Deans, guidelines for searches of (90/9)*
Degree, honorary (66/13A)*;
and committee relating to (66/13)w
Discipline,
of students, (SEE Student, discipline)
of tenured faculty members (78/2)rfd
of University members (68/10)*
Dishonesty, University policy on academic (67/5)*; (74/9)**; (77/3)**; (80/7)rec;
to amend University Policy on Academic Dishonesty (84/14)**; (87/12)*;
Academic Honor Code (94/8)**;
Resolution to Amend the Code of Academic Integrity (01/1)t;
Resolution to Amend the code of Academic Integrity (01/6)* (see also Academic Integrity)
Discrimination,
sex (71/21)**;
sexual orientation (97/3)*
Dress Code (65/21)**
Educational Benefits,
to protect present educational benefits of current faculty and staff employees (89/15)*;
faculty support for tuition waiver educational benefits (89/16)*;
faculty opposition to graduated dependents' tuition waiver benefits for future faculty and staff
(89/17)**

Employment, commission on equal opportunity (72/8)**

(SEE Faculty, equal opportunity)

English Language Requirements for Admission of International Students (88/6)**;
amendment to 88/6 (89/4)**

Environmental/Ecological program, university (69/17)*

**Ethical Principles, to endorse the George Washington University State of Ethical Principles
05/3**

Evaluation, student-faculty (77/8)**; (81/14)**

Examination file, establishment of (80/12)*;
retention of graded exams and papers (86/6)**

Examinations,

concerning period between end of classes and beginning of (65/19)* (78/8)*

scheduling of during election (72/6)*;

during inaugural event (68/9)*

final examination conflicts (94/9)**

Excellence, Strategic Plan for Academic (01/4)**

FACULTY,

Accreditation of Academic Programs, role of faculty in (95/7)*

Affirmative action, position on (90/7)s**; (90/16)*

annual report, modify format of (81/2)*; to permit review by faculty (91/2)*;

appointments (84/16)**; tenure and non-tenure-accruing appointments (84/17)**; clarification
of 87/5)**; appointment notification, change in date of (91/7)*

award, academic excellence within the University (88/7)rec

bibliography of faculty publications (82/6)**

consultation of, in University governance (70/3)**

course information sheets, required (96/1)**

curricular offerings, role of the faculty in the addition, revision, or elimination of (95/10)**;

development of and departmental effectiveness of (77/5)s;rec

Emeriti, social occasion for honoring (80/5)*

equal opportunity (81/3)**; faculty position on (90/7)s**; (90/8)**; (90/16)*; (97/3)*

faculty publications (82/7)**

intellectual Property, Resolution Requesting the University Administration to take appropriate
measures to discourage infringement by students and other persons of faculty members'

intellectual property rights in their course presentations 00/4**

involvement in budgetary process (74/11)** (74/12)**

leave, to amend a previously adopted Resolution (95/2) on faculty (96/2)**

leaves of absence (96/12)t; leaves of absence, procedural guidance on extended unpaid (97/5)*;

leave, sabbatical policy clarification (87/3)*; amendment to sabbatical leave policy (88/4)*;

mandatory mid-semester academic warning system(93/1)*;

nonconcurrences, administrative, with faculty recommendations, amendment to the Faculty
Code (94/5)**

Contract Faculty,

Amend the Faculty Code to Provide a Requested Statement of Reasons to Long-Term Contract
Faculty upon Non-Renewal of their Appointments (01/7)rec,

amend to provide a requested statement of reasons to long-term contract Faculty upon nonrenewal
of their appointments (02/1)*

nontenure, appointment of, (77/11)*, (84/17)**, titles, (78/9)**; renewability, (79/3)p;

(80/21)-; limitation on 80/1)**; special committee on (82/3)**; eligibility for sabbatical leave

(84/2)*; special committee on utilization of (89/5)**; principles governing the utilization of regular, active-status, non-tenure-accruing faculty positions (90/13)**; part-time faculty (82/8)-; salaries (89/11)** ; **establishing criteria for appointments, reappointments and promotion of regular, active status faculty serving in non-tenure-accruing appointments 05/6**

performance standards (71/33)* - **see also 05/6**

productivity of (77/5)rec

professional responsibility (85/9)s*

promotion (66/19)* (70/10)* (76/6)rec

real merit increases in salaries of deserving faculty, recommending (80/13)*

recruitment and appointment reporting (89/13)*

research, (85/16)*; (85/17)**; (89/7)**; (89/8)**; (89/9)**

restrictions on number of regular faculty positions (77/6)**

retirement, gradual (84/3)** (84/12)**

voluntary early retirement, establish incentive for (89/2)**; provide retirement opportunities and incentives

for senior faculty (90/15)**; (94/1)rec; (94/3)**; (95/1)** to strengthen University relations with its Retired Faculty (Substitute) (98/3)**; benefits (01/3)**

salary, notification of changes in (96/3)**

salary, opposing selective reductions in salary of Tenured faculty (96/11)*

salary scales (65/Feb 12)* (87/1)*

salary, Senior Faculty Guidelines 1982-83, modification

of (81/7)*; salary, notification of changes (96/3)**

status, limited service, active (67/9)ret (69/12)** 77/12)**

Student Evaluation of Courses, develop a revised (01/10)**

tenure, criteria for (70/10)** (81/4)rfd (81/11)rfd

(82/9)s** and promotion (76/6)rec; allocation of

(80/22)**; tenure accruing appointments (84/17)**;

post-tenure review (92/4)* (SEE also Tenured Faculty)

conferral of, reaffirming the Faculty Code provisions regarding tenure (87/5)**; (94/7)w, tenure by default (97/8)*

Opposing Making the Vice President for Academic Affairs' Notice of Denial of Tenure Final Action of the

Probationary Period, Establishment of an Election as of Right by Tenure Track Faculty Who Become New Parents During the (03/6)**

University (Although Subject to Appeal) (98/6) t; on Tenure by Default (Substitute) (98/7)*

twenty-five years' service, social occasion for honoring (80/5)*;

use of faculty on Administrative committees, Task Forces, etc., (91/3)**

Faculty Code (64/April 2) (65/14)** (67/9)ret (67/13)**

(68/3)- (68/13)* (73/7)**reconsidered**5/7/76

Grievance Procedures (78/7)* (79/4)** criteria for

tenure (81/4)rfd (81/11)rfd (82/9)s** allocation of

tenure-accruing positions (80/22)*; academic

evaluation of students (81/14)** eligibility for

sabbatical leave (non-tenure) (84/2)*; clarification

of sabbatical leave policy (87/3)*; amendment

concerning sabbatical leave policy (88/4)*; gradual

retirement (84/3)** (84/12)**; amendment to Article X, Faculty Code (84/4)** (85/8)**; amendment to Procedures for Implementation of Article X, Faculty Code, paragraph F (84/6)*; amendment with respect to appointments (84/16)**; clarification of appointments (87/5)**; to amend Article III of the Faculty Code, and the Faculty Handbook relating to professional responsibility (85/9)s*; to implement "Procedures" Section C-5 relating to election of Faculty consultative Committee regarding selection of University President (85/11)**; recommend amendment to provisions relating to the removal of tenure (86/7)rec; amend provisions relating to the termination of tenure and academic freedom (86/8)**; Faculty Consultation Regarding Appointment of Administrators Whose Positions Relate to Academic Matters (87/10)*; to amend the Faculty Code to clarify its relationship to the University Policy on Misconduct in Research (90/11)*; to amend the Faculty Code to establish School-Wide Personnel Committees (91/6) s**; to amend Resolution 91/6 (91/9)8; to amend the Faculty Code to change date of appointment notification (91/7)*; to amend the Faculty Code and Guide to Student Rights and Responsibilities regarding allegations of prejudice (92/2)**; to amend the Faculty Code with respect to Leave, (95/2)*, (96/2)*; to amend the Faculty Code to Require amend with respect to the College of Professional Studies (01/12)**, amend to provide a requested statement of reasons to long-term contract Faculty upon nonrenewal of their appointments (02/1)*

Establishment and Publication of Procedures for Reappointment, (95/6)*; to amend the Faculty Code to alter date of notification of Changes in Salary (96/3)**; Independence and Impartiality of Members of the Senate and Elected Senate Committees in the Performance of their Responsibilities under the Faculty Code (96/9)*; to amend the Faculty Code with regard to nondiscrimination on the basis of sexual orientation (97/3)*; to amend the Faculty Code to Provide Procedural Guidance on Extended Unpaid Leaves of Absence (97/5)*; to amend the Faculty Code re Tenure by Default (97/8); on Tenure by Default (Substitute) (98/7)*; to amend the Faculty Code (grievance procedures) (99/2)**; to amend Resolution 99/2 re Section E.7 of the Revised Procedures for Implementing the Faculty Code (00/2)** Board of Trustees, with respect to action taken in Response to Resolution 99/2, "A Resolution to Amend the 1996 Faculty Code of The George Washington University 00/5**; to Amend the Faculty Code to Provide a Requested Statement of Reasons to Long-Term Contract Faculty upon Non-Renewal of their Appointments (01/7)rec

FACULTY ORGANIZATION PLAN

abolish procedure for four years' review (79/7)**

amendment to change frequency of stated meetings of the Faculty Assembly (90/5)*

amendment to conform to constitutional change in the School of Medicine and Health Sciences (80/16)*

amendments regarding composition of the Faculty Senate and
Executive Committee to conform with merger of CCAS and GSAS (91/5)*; to amend the
Faculty Organization Plan on composition of the Faculty Senate, (95/4)**
clarification procedures and vote requirements to consider
matters not on the agenda (80/6)*
dispense with reading of minutes (83/5)*
permit cancellation of regular meetings (83/6)*
re-establish May 1 as beginning/ending date of Senate
Sessions and of terms of Senate Members (80/14)*
Senate committee membership and eligibility (65/May)*
(65/11)rec (66/8)* (66/21)*
standing committees of the Faculty Senate (66/2)*
(69/21)** (80/2)* (80/3)* (81/5)* (81/6)* (01/5)*;
to Establish a GW Film Festival (01/8)*
on Changes to the (02/4)*
Financial performance model, recommend adoption of (94/6)*
Fine Arts, establishment of school of (68/18)ret
Fiscal Planning and Budgeting Committees in the Schools, Colleges,
and Divisions, establishment of (92/1)**

Forum, GW

establishment of (68/15)*;to continue publication of (71/1)* (73/6)** (75/3)* (78/1)*
(82/5)*
Fringe Benefits, improved, appreciation of (86/1)*; reallocation from retirement benefits to
health insurance (91/8)s**
Fringe Benefits Committee, commendation for (89/18)*
Governance, University active participation of the faculty in (93/6)** Grades,
changes in University grading system (86/9)*
(to) change the description of the Z symbol (98/2)**
change meaning of "Z" grade (83/9)*
change the CR/NCR Grading Symbol (79/5)*
standardize the disposition of "Incomplete" grade (83/8)-
submission of (69/15)t
symbols for (78/4)**
grading extensions (93/5)**
Green Model University Task Force, Faculty Senate support for (93/8)*
Grievance, Procedure
for faculty (78/7)** (79/4)**to propose changes (81/8)*
term of service (81/9)*; amendment to Article X, Faculty
Code (84/4)** (85/8)**; amendment to Procedures for
Implementation of Article X, of the Faculty Code, Para-
graph E (84/5)** (85/8)**; amendment to Procedures for
Implementation of the Faculty Code, Paragraph F (84/6)*;
for students (76/5)** (77/7)**; establishment of Special
Committee to review procedures (96/6)*;Grievance Committee, faculty, and need of extra
members (78/7)**; establishment of May 1 as beginning date of service (81/9)*; *; to amend
the Faculty Code (grievance procedures) (99/2)**; to amend Resolution 99/2 re Section
of the revised Procedures for Implementing the Faculty Code (00/2)** with respect to
action taken by the Board of Trustees in Response to Resolution 99/2, "A Resolution to

Amend the 1996 Faculty Code of The George Washington University 00/5**
Guidelines, for planning Commencement Exercises (81/10)**
Guidelines, for searches for deans (90/9)*
Guidelines, Senior Faculty Salary (81/7)*
GWU Office for Service to the Community, establishment
Harassment Complaints, to endorse interim policy and procedures governing sexual, as Amended (98/5)**; Harassment Complaints, to endorse the policy and procedures governing sexual (99/6)**
of (86/12)*; on the Revised Draft of the Sexual Harassment Policies and Procedures (00/6)p **
endorse reinstatement of the Interim Policy and Procedures of Governing Sexual Harassment Complaints, as originally adopted by the Faculty Senate in Resolution 98/5, with certain further amendments endorse the Sexual Harassment Policy and Procedures of the George Washington University 05/1
Health care benefits (73/1)** (73/9)** (74/5)*; (91/8)**
Health and Wellness Center, reconsideration of construction of (91/11)-
Holidays,
religious (71/36)* (72/10)** (92/6)**
other (70/12)**; Martin Luther King, Jr. (83/4)*
Columbus Day (90/2)*
Honor Code, Academic (94/8)**
Honors, Appropriate Regulation of Honors, Awards, or Distinctions by Units of the University 04/9
Interdisciplinary programs (97/7)*
Intellectual Property, Resolution Requesting the University Administration to take appropriate measures to discourage infringement by students and other persons of faculty members' intellectual property rights in their course presentations 00/4**
Judicial system,
modification of and student nonacademic and academic discipline, (SEE Student, discipline)
residence board, establishment of (71/23 - 71/29)* with minor acceptable changes
University representative to (70/8)*
Code of Student Conduct (95/8)**
Junior college, abandonment of (61/April 14)*
Leave, Amendment to the Faculty Code with respect to, (95/2)* (96/2)**; Sabbatical Leave (84/2)** (87/3)* (88/4)*
Leaves of Absence, to circumscribe leaves of absence taken in a contiguous seven-year period (96/12), procedural guidance on extended unpaid (97/5)*
Library,
access and circulation, in support of proposed changes in policies for (Gelman Library) (97/4)**
acquisitions committee (66/22)**
bibliographer (65/7)**
budget (65/8)*; to support additional funding for
Library acquisitions (87/11)*
construction of (65/5)*
faculty support of (88/3)s*
fiscal support of (66/22)** (71/20)** (87/11)*, 05/7
planner, appointment of (65/6)*

public use of (77/4)*
scholarly communications and library serials acquisitions (03/9)*
Marcus Cunliffe Annual Lecture Series on George Washington (92/3)*
Memoriam, resolution/tribute in
Elizabeth Byrne Adams (83/Sep 16)*
Harold Frederick Bright (97/Sep 12)
Arthur Edward Burns (87/May 1)*
Benjamin Burdetsky (2000, May 5)
Thomas Henry Carroll (64/Oct 9)*
Astere Evarist Claeysens, Jr. (90/Sep 14)*
Roderick H. Davison (96/April 12)*
Alton H. Desmond (77/May 6)*
Harry Grubb Detwiler (73/Mar 9)*
James Carlton Dockeray (84/Oct 12)*
Mrs. Newell Windom Ellison (61/Feb 17)*
Joseph V. Foa (96/May 10)*
Raymond R. Fox (97/Sep 12)
John A. Frey (97/Sep 12)
Leon Gintzig (84/Mar 9)*
Wood Gray (77/Sep 9)*
Sherwin Greene (92/May 8)*
Charles Joseph Herber (2000/May 5)
Richard A. Kenney (95/Feb. 10)*
Robert Kramer (01/Feb 1)*
Wolfgang H. Kraus (77/May 6)*
Joseph Henry Krupa (64/Nov 13)*
Joseph B. Levy (01/Feb 7)
Edwin Joseph Baughman . (84/May 4)*
Guido Ettore Mazzeo (84/Sep 21)*
James N. Mosel (98/Dec 11)*
Francisco Prats (96/Sep 13)*
John Palmer Reesing, Jr. (90/Sep 14)*
Presson S. Shane (88/May 6)*
Walton Edward Smith (81/Sep 18)*
Edwin Lockwood Stevens (87/Sep 18)*
Carol R. St. Cyr (77/Apr 8)*
Fred Salisbury Tupper (63/Dec 13)*
George Vartkes Vahouny (86/Sep 19)*
Robert Crumpton Willson (99/Apr 4)*
Charles Samuel Wise (67/8)*
Reuben Esselstyn Wood (80/April 11)*
Elyce Zenoff (88/May 6)*
Mount Vernon Campus, regarding the role of the Ad Hoc Committee on the Mount Vernon
Campus of The George Washington University (97/9)*
New York Times Selective Guide to Colleges, Senate
response (81/12)*
Nonconcurrences, Procedures
process of handling (93/9)**

administrative nonconcurrences (94/2)**
administrative nonconcurrences, amendment to Faculty Code (94/5)**
Nontenure, (SEE Faculty, nontenure)
Northern Virginia Planning (89/3)**; Northern Virginia
Campus (89/12)s**
Ombudsman, establishment of office of (73/5)**
Parking Rates, (95/3)-
Patents and Scholarly Works (95/9)*
Physical education-activities building (71/34)** Planning,
University (87/9)*
Political campaign, guidelines for on behalf of candidates for public office (70/2)**
Presidents' House, Historic, designation of (84/18)s*
Professional Studies, concerning a proposed College of (99/5)**; Accepting with Approval the
Report of the Joint Faculty/Administration Task Force on the Proposed College of
Professional Studies (00/3)**
Protest on campus (67/4)*
Rape and Sexual Assault Policy, to Strengthen, Code of Student
Conduct (99/3)**
Reappointment, amendment to the Faculty Code to Require
Establishment and Publication of Procedures for Reappointment (95/6)*
Recruiting, student (67/3)*
Red Lion Row, support of current plans by the University for
development of (80/15)* as revised
Registration and ancillary problems (60/10)*;
advising/registration (86/3)rfd
Reichard matter (63/Feb 8)*
**Research misconduct, to endorse The George Washington University Policy and
Procedures Regarding Allegation of Research Misconduct 04/5**
Research, Strategic Plan for (94/4)*
Research, conflict of interest in federally funded, policy on (94/13)**
Residence Board, judicial (71/23 - 71/29)* with minor acceptable changes
Residence Hall Court, resolution to approve charter of (75/5)*
Resolutions concerning other resolutions:
extension of (69/2)* (69/20)**
History department response to resolution (75/8)*
concerning Linda DePauw (75/10)*
Retirement,
age, amendment to Faculty Code (95/1)**
gradual retirement (84/3)** (84/12)**
mandatory and benefits (65/14)**; establish special
committee on (86/4)**
past service benefit income (65/13)*
special committee on benefits (82/4)**; changes in
Retirement Benefits (84/8)*; (91/8)**
to strengthen University relations with its Retired Faculty (Substitute) (98/3)**
voluntary early faculty retirement, establish incentive
for (89/2)**; (90/15)**
voluntary optional (70/13)* (72/2)*

voluntary retirement opportunities and incentives to faculty, (94/1) rec
Joint Faculty-Administration Task Force on Retirement Opportunities and Incentives to Faculty
(94/3)**

Scholarly Works, Patents and (95/9)*

Scholarship,

committee on, and change of name (72/3)*

honor, Washington area (74/2)*

University Awards (79/9)*; to be applied in Exchange

Programs with Foreign Universities (81/13)*

Scholarship, Board of Trustees,

awarded on basis other than financial need (61/Dec 18)*
(72/5)*

dependents of tenured faculty (61/Dec 18)*

foreign students (68/4)*

maintenance of (69/11)** (79/1)**

transfer students (72/4)**; sophomore transfer students
(81/16)*

Schools and Colleges,

Columbian College (61/April 14)*; and honors program
(65/18)*; merger of CCAS & GSAS (91/5)*

School, Graduate, of Arts and Sciences (66/Dec 9)*

(66/10)*; merger of GSAS & CCAS (91/5)*

School of Fine Arts, establishment of (68/18)ret

School of Government and Business Administration (66/3)*

School of Media and Public Affairs, opposing special fees for majors in 00/1 w

School of Public and International Affairs (66/3)*;

to request adequate time for consultation with faculty on consolidation of (86/10)**;

to establish a special committee on consolidation of (86/11)*

School of Public Health and Health Services, establishment of (96/13)*; to Bring into Compliance
with the Faculty Code with Respect to Tenured and Tenure-Accruing

Appointment for Regular, Active-Status Faculty (01/11)**

School of Public Policy and Public Administration, Establishment of within the Columbian
College of Arts & Sciences(03/2)*

School-Wide Personnel Committees (91/6)s**; (91/9)*

Schools-within-schools (96/14)*

Scientific Misconduct, to Amend the Policy on (03/8)**

SENATE, FACULTY

agenda and availability to schools (61/Oct 18)*

bylaws, amendment to, in order to provide for discussion (66/11)*

**bylaws, ammenment to restate the names of the standing committees in the Bylaw of the
Faculty Senate Appended to the Faculty Organization Plan 04/8**

bylaws, provisional (65/3)*

bylaws, amendment to encourage continuity in committee membership (80/2)*

bylaws, amendment to meet at least once early during each Senate session (80/3)*

bylaws, amendment to clarify voting requirements for matters not on agenda (80/6)

bylaws, amendment to designate September as regular meeting time (80/11)*

bylaws, amendment to dispense with reading of minutes (83/5)*

bylaws, amendment to permit cancellation of regular meetings (83/6)*

bylaws, amendment to re-establish May 1 as beginning/ ending date of Senate Sessions and of terms of Senate members (80/14)*

bylaws, amendment to re-name Public Ceremonies Committee to Honors and Academic Convocations (85/1)*

bylaws, amendment to re-name Library Committee to Libraries Committee (85/2)*

bylaws, provisional (65/3)*

bylaws, amendment to hear complaints by constituents for any perceived failure to comply with Senate rules and procedures 97/1)rfd

candidates for honorary degrees (66/13A)*

committees and revision of Senate bylaws (70/6)-; and

President Elliott's proposal (65/9)*

composition of Faculty Senate to conform with merger of CCAS & GSAS (91/5)* committee of, (SEE Committees)

conflict of interest (78/6)*

Executive Committee (SEE Committees)

impartiality and independence of Members in performance of their responsibilities under the Faculty Code (96/9)*

meetings, authorization of observers at (66/9)** (68/5)*

recommendation of student attendance at (65/12)-

membership policy (66/7)* (66/8)* (66/21)* (67/3)*

records, preservation of (77/2)**

representation of SGBA and SPIA (66/3)*

resolutions, establish procedures for prompt disposition of Senate resolutions requesting Administrative/Board action (91/1)**

self-study committee (84/9)*; (85/5)*; (90/6)*

terms of office and dates of election (70/4)*passed by Assembly 2/9/71;(70/9)*;(80/14)*

voting privileges of student liaison committee (66/April 14)*

Senior Citizens, audit course program for (78/5)**

Sexual Harassment Complaints, to endorse interim policy and procedures governing, as Amended (98/5)**; Sexual Harassment Complaints, to endorse the policy and procedures governing (99/6)** on the Revised Draft of the Sexual Harassment Policies and Procedures (00/6)p **

Smoking,

in classrooms (61/May 12)* (69/7)*

proposed new University Policy on Smoking (85/7)*

non-smoking, University-Wide Policy on (94/10)**

Strategic Plan for Academic Excellence,

Faculty Statement Concerning (01/4)**

Student Council Annual Report to the Faculty Senate (61/April 14)*

Student Court, creation of and University peace (69/2)* (69/20)**

STUDENT,

absenteeism (66/18)**

academic dishonesty, to amend University policy on (87/12)* (see also academic integrity, academic dishonesty)

academic evaluation of (81/14)** (82/2)*
advising, undergraduate (88/1)*; improve student advising
(91/4)rfd
Code of Student Conduct, revised (87/4)**; (95/8) rfd 3/8/96, **; rape and sexual assault policy
(99/3)**
communication with faculty, administration and Board of
Trustees (65/April 9)*
diplomas, undergraduate, specification of major field
(88/2)*
discipline,
 academic (67/6)* (70/5A)** (73/4)rec;
 nonacademic and GWU judicial system (70/5B)- (70/5C)-
 (71/5)* (74/6)* (87/4)** (95/8) rfd 3/8/96, **
dress code (65/21)**
final examination conflicts (94/9)**
financial aid to (85/13)*
government and elections (68/11)**
graduate student (full-time) support (88/5)rec,w
grievance procedures for (76/5)** (77/7)** (80/17)**
(80/18)**
international students, admission procedures (83/1)*;
 advance cross-cultural communications with (87/6)*;
English language requirements for admission (88/6)**
Joint Committee of Faculty and Students (SEE Committees)
life, abolishment of committee on (69/6)**
pilot student orientation course (90/3)rfd
recruiting of (67/3)*
rights, protection of (67/7)* relating to academic
 evaluation (82/2)*
rights, and responsibilities (69/9)** (80/17)**
(80/18)**
stipends (76/3)t
traffic court, establishment of (71/30)* with minor
undergraduate, deficiencies of (71/22)*
undergraduate, enrollment in courses other than those
 offered by the school or college in which registered
 (80/10)*; advising (88/1)*; diploma, designation of
 major (88/2)*
students with disabilities,
 Faculty Statement Concerning (01/2)**
Tenure, conferral of, resolution reaffirming Faculty Code provisions regarding (94/7) w, tenure by
 default (97/8)**; Opposing Making the Vice President for Academic Affairs' Notice of Denial
 of Tenure Final Action of the University (Although Subject to Appeal) 98/6 t; on Tenure by
 Default (Substitute) 98/7 *, Roles of Faculty members, School-Wide Personnel Committees,
 and the Administration Officials in Tenure and Promotion Cases (03/10)*
Tenured faculty, (SEE also Faculty)
Board of Trustees Scholarships for dependents
(61/Dec 18)*

disciplinary actions taken against (78/2)rfd
post-tenure review (92/4)*
tenure-accruing (84/17)**
respect of full-time and early retirement (study) (77/11)*
opposing selective reductions in Salary of tenured faculty (96/11)*
Theatre, inclusion of in University Center (66/15)*
Thor Power Tool Company case, requesting Congressional
Committees to exempt book publishers from Supreme court
ruling (80/23)*
Tuition benefits for faculty children (69/13)**
(80/19 revision)*
Tuition remission policy (68/12)*
University assembly, proposal of steering committee (73/10)-
University bookstore, (SEE Bookstore)
University calendar
alteration of (66/20)* (66/25)- (67/11)* (71/2)**
(76/8)- (83/7)*; changes in (84/13)**; changes for
Summer Sessions (85/12)*; amendment to designate
Columbus Day Monday as University holiday (90/2)* ,
on the Alternative Academic (03/01)*; on the Proposals for an Alternative Academic (03/3)*
campaign recess (70/1)**
modified semester plan (70/7)*
University Campus Plan,
endorsing principles embodied in revised Plan (85/20)**
(SEE Committees, Physical Facilities)
University Center,
establishment of club in (68/8)*
theatre (66/15)*
University governance, active participation of the faculty in (93/6)
On the Proposed Restructuring of (02/2)*
University gifts and endowments, committee on (65/Nov 12)-
University peace, maintenance of (68/2)* creation of student court (69/2)* (69/20)**
protest on campus (67/4)*
University planning (87/9)*
University Policy on Equal Opportunity, amendment to add
"sexual orientation" (90/8)**; (97/3)*
University Policy on Misconduct in Science and Related
Matters, to amend and clarify (90/11)*
University Professor, establishment of rank of (79/2)**
Virginia campus, establishment of a Joint Faculty-Administration Task Force to assess the long-run
comparative advantage of (93/4)*
Washington Research Library Consortium, faculty
participation on Board of Directors (87/7)*
Wellness Center, Regarding proposed faculty user fees (99/1)-
Yeshiva (NLRB and Yeshiva University Faculty Association vs. Yeshiva University) (79/8)*

Faculty Senate Office